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ANNUAL REPORT

FISCAL YEAR 1986

ORIGINAL

THE INDIAN CIVIL SERVICE RETIREMENT ACT

PUBLIC LAW 96-135

COMPLETED

U.S. DEPARTMENT OF HEALTH AND HUMAN SERVICES
PUBLIC HEALTH SERVICE
HEALTH RESOURCES AND SERVICES ADMINISTRATION
INDIAN HEALTH SERVICE

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ANNUAL REPORT TO CONGRESS

INDIAN CIVIL SERVICE RETIREMENT ACT, P.L. 96-135

THE SECRETARY OF HEALTH AND HUMAN SERVICES
WASHINGTON, D.C. 20201

OCT 15 1987

The Honorable George Bush
President of the Senate
Washington, D.C. 20510

Dear Mr. President:

Section 2(d) of the Indian Civil Service Retirement Act (P.L. 96-135) requires the Secretary of Health and Human Services to submit to the Congress a report following the close of each fiscal year, with respect to actions taken to recruit and train Indians to qualify for positions which are subject to preference under Indian preference laws. In addition, this section of the report requires information as to the grade levels and occupational classifications of Indian and non-Indian employees in the Indian Health Service (IHS). Section 2(e)(2) of Public Law 96-135 requires an annual submission to the Congress with respect to the actions taken to place non-Indian employees of the IHS in other Federal positions.

The enclosed report describes major activities and accomplishments during Fiscal Year 1986. It is estimated that it cost $12,611 to prepare this annual report.

Sincerely,

Otis R. Bowen, M.D.
Secretary

Enclosure

THE SECRETARY OF HEALTH AND HUMAN SERVICES
WASHINGTON, D.C. 20201

OCT 15 1987

The Honorable Jim Wright
Speaker of the House of Representatives
Washington, D.C. 20515

Dear Mr. Speaker:

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ANNUAL REPORT
FISCAL YEAR 1986
(October 1, 1985 through September 30, 1986)

The Indian Civil Service Retirement Act
Public Law 96-135

Presented to the
Congress of the United States of America

Prepared by the
Secretary of Health and Human Services

July 1987

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PURPOSE OF REPORT

This Annual Report is presented by the Secretary of Health and Human Services (HHS) in response to two separate requirements of the Indian Civil Service Retirement Act (P.L. 96-135).

> Section 2(d). "The Secretaries of the Interior and Health, Education, and Welfare shall each submit to the Congress a report following the close of each fiscal year with respect to the actions which they took in such fiscal year to recruit and train Indians to qualify such Indians for positions which are subject to preference under the Indian preference laws. Such report shall also include information as to the grade levels and occupational classifications of Indian and non-Indian employees in the Bureau of Indian Affairs and the Indian Health Service."
>
> Section 2(e)(2). "The Secretaries of the Interior and Health, Education, and Welfare, and the Director of the Office of Personnel Management shall each submit a report to Congress following the close of each fiscal year with respect to the actions which they took in such fiscal year to place non-Indian employees of the Bureau of Indian Affairs and the Indian Health Service in other Federal positions."

Since the mission of the Indian Health Service (IHS) is: to assure the availability of comprehensive health services that will provide American Indian and Alaska Native people, hereafter called Indian people, opportunities for maximum involvement in defining and meeting their own health needs, and to raise the health status of the Indian people to the highest possible level, the primary emphasis is the provision of health care. Therefore, the primary emphasis in preparing this report has been to concentrate on activities in health-related occupations.

All positions in the IHS are subject to preference under the Indian preference laws. The results of actions taken by the IHS during Fiscal Year 1986 (FY 86) to recruit and train Indians to qualify such Indians for positions in the IHS are summarized in this report.

This report describes progress made by the IHS in achieving the purposes of P.L. 96-135 during FY 86. The report also incorporates information and statistical data provided in response to issues and concerns raised by the enactment of P.L. 96-135 by the Committees on Interior and Insular Affairs and the Post Office and Civil Service. This report is the seventh annual report describing progress in implementing the Act's programs.

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EXECUTIVE SUMMARY

Seventh Annual Report to Congress on the Indian Civil Service Retirement Act Public Law 96-135

The Annual Report is presented by the Department of Health and Human Services (HHS) in response to sections 2(d) and 2(e)(2) of the Indian Civil Service Retirement Act (P.L. 96-135). The Act requires the Secretary to submit to the Congress a report following the close of each fiscal year with respect to the actions taken in such fiscal year to recruit and train Indians, to qualify such Indians for positions which are subject to preference under the Indian preference laws, and the actions which were taken in such fiscal year to place non-Indian employees of the Indian Health Service (IHS) in other Federal positions.

Public Law 96-135 provides special early retirement benefits for certain IHS employees whose career opportunities have been adversely affected by the application of the Indian preference laws and provides greater opportunity for the employment and advancement of Indian and Alaska Natives in the IHS. During FY 1986, 29 non-Indian employees benefited by the early retirement provisions and 15 Indian employees benefited through promotions to or placement in the positions vacated under the provisions of P.L. 96-135. In addition, P.L. 96-135 authorizes the reassignment of a non-Indian employee to a vacant position, without regard to the Indian preference laws, when it is determined that such reassignment is necessary in limited and carefully defined circumstances. During FY 1986, no non-Indian employees were reassigned without regard to the Indian preference laws.

Public Law 96-135 benefits Indians as well as non-Indians. The passage of P.L. 96-135 facilitated voluntary retirements, for those non-Indians who wished to leave earlier than normally would be the case. As non-Indians leave the IHS via the retirement authority, qualified Indians will be able to assume these positions, often through promotion. Non-Indians leaving the IHS will result in more Indians being employed and retained.

As a result of the continued IHS efforts to recruit, hire, and train Indian people to qualify for positions which are subject to Indian preference, considerable progress has been realized. Although the IHS has not established a formal training program under P.L 96-135 to specifically train Indians to compete for positions in the IHS vacated by retirees, the IHS has made substantial efforts to train its employees in the skills and knowledge necessary to carry out its mission and program goals.

Both external and internal recruitment and training efforts are undertaken to qualify Indians for positions in the IHS. The external effort is a result of authority provided under Title V of P.L. 94-437, Indian Health Manpower, which

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provides for health professions scholarships, identification and recruitment of scholarship recipients, experimental summer employment and continuing education. We hope that a substantial number of these students will seek permanent careers with IHS. However, because of a projected oversupply of health professionals, a repeal of this authority has been requested.

The data reflecting the accomplishments in external recruitment and training efforts are reflected on pages 25 through 31. In summary, these accomplishments have included:

1. The support of 20 Indian students in graduate degree programs in health disciplines sponsored by four universities with Master of Public Health programs;

2. The support of 38 Indian students in programs leading to a degree in medicine, dentistry and allied health professions;

3. The support of 43 Indian students in health professions preparatory college programs;

4. The support of 67 Indian students in health professions pregraduate scholarship programs; and

5. The support of 319 Indian students in health professions college programs covering the gamut of professions including alcohol prevention, dentistry, hospital administration, health education, nursing, social work, etc.

The internal training programs and activities of the IHS provided 7,013 IHS employees with training opportunities in 1986. Of this number, 4,654 trainees were Indian employees (see pages 40 and 41). This training takes a variety of forms and covers a multitude of topics and skills. It has provided the Indian candidates with the capacity to perform current jobs better and to prepare them for higher positions. The internal training activities included the training of 442 nutrition and dietetic personnel, 143 community health representatives, and 210 emergency medical services personnel, etc. The data reflecting the internal training effort for IHS Indian employees and Indian tribal leaders and employees are on pages 32 through 41.

In addition, the IHS provides training for tribal employees in technical and administrative areas to develop their capacity to manage health programs. These efforts will result in a substantially increased rate of return as the students now in the educational process complete their studies and become available to the work force.

These training efforts, in conjunction with the opportunities for placement in the IHS afforded by P.L. 96-135, have had a positive effect on the implementation of Indian preference. The trend in increasing Indian employment has continued during FY 1986. During FY 1986, the number of Indian employees actually increased by 12. However, there was a slight drop in the percentage

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of Indian employment from 59.5 to 59.0. This was the result of limits on discretionary spending imposed February 13, 1986 while the Department analyzed the impact of the reductions required by the Gramm-Rudmanm-Hollings Act. These limitations included restrictions on hiring which affected the positions that are usually filled by Indian employees. Indian and Alaska Natives of the IHS now comprise 59.0 percent of the work force, as compared to 58 percent in FY 1982 and 52.2 percent in 1970. The number of non-Indian employees in the IHS has been substantially reduced in recent years. Non-Indian employees now represent 41.0 percent of the total IHS employment. Within available resources, the IHS has made every effort to provide a complete health system which is responsive to the needs of the Indians and Alaska Natives.

The accomplishments during FY 1986 of P.L. 96-135 programs indicate that the opportunities provided in P.L. 96-135 are resulting in a more effective IHS program, better health benefits and services for Indian people, and an increase in the number of Indian health professionals.

The policy and requirements of P.L. 93-638 provide Indian tribes with the right to assume the operation of most of the BIA and the IHS services and activities servicing their members if the tribes so choose. As time progresses, there may be an increasing displacement of Federal employees (Indian and non-Indian alike) with tribal employees as the result of the implementation of that Act.

The IHS will continue to work with tribal councils and Indian health boards to maximize training and educational opportunities for tribal members in order that more Indians can qualify and move into professional positions. All available positions will continue to be advertised as widely as possible to attract qualified Indian applicants.

The IHS will continue active recruitment efforts through all possible channels to locate qualified individuals for training and employment.

The estimated cost of preparing the report is $12,611.

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BACKGROUND

PURPOSE OF LEGISLATION

Public Law 96-135 was enacted into law by the 96th Congress December 5, 1979. The law amends section 8336 of Title 5, United States Code (U.S.C.) with regard to the Civil Service retirement provisions for Indians; section 8339(d) of Title 5, U.S.C. with regard to the computation of annuity; and section 3502 of Title 5, U.S.C., for purposes of applying reduction-in-force procedures.

The Congress expressed two major goals in passing P.L. 96-135:

1. To amend Civil Service retirement provisions as they apply to certain employees of the Bureau of Indian Affairs (BIA) and of the IHS who are not entitled to Indian employment preference, and

2. To modify the application of the Indian employment preference laws as it applies to those agencies.

The Congress defined, in P.L. 96-135, the way these goals are to be achieved. The Congress also defined the types of provisions, level of effort and time frame necessary to carry out the purposes of the Act.

The passage of P.L. 96-135 provides special early retirement benefits for certain employees of the BIA and the IHS whose career opportunities have been adversely affected by the application of the Indian preference laws and provides greater opportunity for the employment and advancement of Indian employees of such agencies. Non-Indian employees who have been employed by the BIA and the IHS continuously since December 21, 1972, the date of the district court decision in "Freeman vs. Morton," (see pages 54 and 55) have the opportunity to voluntarily retire from the Indian service agencies if they wish to leave and if they are eligible under the provisions of the Act.

Public Law 96-135 is intended to alleviate the adverse impact on non-Indian employees of the BIA and the IHS that was inflicted by recent court decisions upholding Indian preference laws regarding hiring, promotions and reassignments in those agencies. The law's major provisions (as amended)[1/], effective for employees who retire on or after December 5, 1979, are as follows:

[1/] Section 315 of Public Law 99-190, signed December 19, 1985, amended P.L. 96-135 as follows: "Notwithstanding any other provision of law section 8336(j)(3)(A) of title 5, United States Code is amended by striking "5 years" and inserting in lieu thereof "10 years".

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RETIREMENT ELIGIBILITY

Non-Indian employees of the BIA and the IHS who:

(a) have been employed continuously by those agencies or a tribal organization since December 21, 1972; and

(b) are not eligible for Indian preference, are eligible for optional retirement at age 50 with 20 years of Federal service or at any age with 25 years of service.

The same employees, if separated involuntarily (except by removal for cause on charges of misconduct or delinquency), may retire at age 48 with 18 years of service or at any age with 23 years of service.

Employment with a tribal organization may be used in determining retirement eligibility under P.L. 96-135 only if:

(a) the tribal organization employment occurred after January 4, 1975; and

(b) the individual was employed by the BIA or the IHS immediately before the tribal organization employment; and

(c) at the time of transfer to the tribal organization, the individual elected to retain civil service retirement coverage.

An employee who met the age and service requirements for retirement under P.L. 96-135 before December 5, 1979 for whom a postponement of retirement eligibility was authorized, may retire under the provisions of P.L. 96-135 only if he/she separates on or before December 5, 1989.

An employee who reaches the age and service requirements for retirement under P.L. 96-135 on or after December 5, 1979, must separate within 10 years after first meeting those requirements in order to retire under P.L. 96-135.

The Secretaries of the Interior and HHS may postpone an employee's retirement under P.L. 96-135 for 12 months, if the employee's continued employment is deemed necessary for the effective operation of the agency and if the employee consents to postponement of his/her retirement. The total period of all postponements, with respect to any employee, cannot exceed five additional years beyond the first 10 years after the employee meets the age and service requirements for retirement. For example, an employee who attained the age and service requirements for retirement under P.L. 96-135 on January 1, 1980 and elected to remain 10 years beyond that date, and whose separation is postponed for the maximum period allowable (five additional years), would have to retire no later than January 1, 1995.

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The passage of P.L. 96-135 facilitated voluntary movements of non-Indians out of the Indian service agencies. The provisions benefit Indians as well as non-Indians. As the non-Indians are able to leave the Indian service agencies via the retirement authority or placement assistance program, qualified Indians will be able to assume their positions, often through promotion. Non-Indians leaving the agencies will result in more Indians being employed and retained.

COMPUTATION OF ANNUITY

The annuities of employees retiring under P.L. 96-135 will be computed as follows:

(a) 1 1/2 percent of average salary, multiplied by the first 5 years of service before December 21, 1972; plus

(b) 1 3/4 percent of average salary, multiplied by the next 5 years of pre-December 21, 1972 service; plus

(c) 2 percent of average salary, multiplied by pre-December 21, 1972 service which exceeds 10 years; plus

(d) 2 1/2 percent of average salary, multiplied by the first 20 years of service after December 21, 1972; plus

(e) 2 percent of average salary, multiplied by post-December 21, 1972 service which exceeds 20 years.

This computation will apply regardless of whether retirement is based on a voluntary separation or involuntary separation.

Any annuities payable under this law will be reduced by 1/6 of 1 percent for each month the individual was under age 55 at date of separation.

REDUCTION-IN-FORCE

Public Law 96-135 sanctions applying Indian preference in reduction-in-force situations while authorizing limited and carefully defined exceptions to Indian preference for the placement of non-Indian employees in vacancies in certain circumstances. These provisions are necessary to provide consistent Indian preference policies, provide for the needs of management, and provide relief for non-Indian employees in hardship situations. This law is intended to provide mechanisms for the more rapid movement of Indian people into positions of authority in the management of their health programs.

The report describes major activities and accomplishments resulting from the implementation of P.L. 96-135 programs in FY 86.

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ANALYSIS OF SECTIONS

Section 1 of the legislation provides optional retirement after completing 25 years of service or after attainment of age 50 and completion of 20 years of service for those non-Indian employees of the BIA and the IHS who have been continuously employed by those agencies or a tribal organization since December 21, 1972, and who are not eligible for Indian preference.

Additionally, any such non-Indian employees who are involuntarily separated (except by removal for cause) after 23 years of service or attainment of age 48 after 18 years of service would also be entitled to an annuity.

The law provides that the annuities of these employees would be computed under the general formula* for all service prior to December 21, 1972. For service on and after that date, their annuities would be computed at 2 1/2 percent of average salary multiplied by the first 20 years of such service and by 2 percent of average salary, multiplied by years of service after December 21, 1972, that exceeded 20 years. There would be a reduction in annuity of 2 percent per year for each year the eligible employee is under age 55.

Section 2 of the law provides that the BIA and the IHS will, respectively, merge the competitive and excepted service retention registers in determining reduction-in-force retention standing under 5 CFR 351. Also, any employee within these two agencies competing under 5 CFR 351 who is entitled to Indian preference will, subject to the veteran preference requirements of the regulations, be retained in preference to other employees not entitled to Indian preference.

In addition, Section 2(b)(1) of the law provides that the Indian preference laws will not apply to employees of the BIA or the IHS if either organization finds it necessary to reassign one of its respective employees who is not entitled to Indian preference to another position because of any one of the following three reasons:

(1) To assure the health or safety of the employee, or any member of the employee's household;

---

*General Formula

(1) 1.5 percent of the employee's "average pay" (generally determined by averaging the employee's basic rate of pay for the highest three consecutive years) multiplied by so much of such pre-December 21, 1972, service as does not exceed 5 years; plus

(2) 1.75 percent of the employee's "average pay" multiplied by so much of such pre-December 21, 1972, service as exceeds 5 years but does not exceed 10 years; plus

(3) 2 percent of the employee's "average pay" multiplied by so much of such pre-December 21, 1972, service as exceeds 10 years;

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(2) In the course of a reduction-in-force; or

(3) Because the non-Indian employee's working relationship with a tribe has so deteriorated that the employee cannot provide effective service for such tribe or the Federal Government.

Section 2(c)(1) provides authority so that any tribe or tribes may, by resolution, recommend to the selecting official when filling a vacancy, their recommendation for a waiver of Indian preference for the selection of a non-Indian employee. Tribes are the only organizations with authority to waive Indian preference, except as provided in section 2(b). Preference may be waived for any personnel action, reassignment, promotion, etc., when filling a vacancy. The IHS remains the selecting authority and is not obligated to concur with the tribal recommendation.

Under section 2(c)(2), if a tribe granted a waiver of Indian preference and the IHS selecting official concurs with the recommendation, then that non-Indian is not entitled to the early retirement provisions of P.L. 96-135.

Section 2(c)(1) provides a separate and distinct tribal waiver which does not involve in any way the reassignment procedures provided for in sections 2(b)(1) and (2).

CLARIFICATION ON IMPLEMENTATION OF P.L. 96-135

Since questions have been raised about the postponement provisions of the Act, the following clarification on the implementation of P.L. 96-135 is provided.

The basic provisions in subsection (j)(1) of P.L. 96-135 provide that an employee is entitled to an annuity if he--

> "A(i) is separated from the service after completing 25 years of service or after becoming 50 years of age and completing 20 years of service, or
>
> "(ii) is involuntarily separated, except by removal for cause on charges of misconduct or delinquency, during the 2-year period before the date on which he would meet the years of service and age requirements under clause (i),
>
> (B) was employed in the Bureau of Indian Affairs, the Indian Health Service, a tribal organization (to the extent provided in paragraph (2)), or any combination thereof, continuously from December 21, 1972, to the date of his separation, and
>
> "C is not entitled to preference under the Indian Preference laws.

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Paragraph (3) of P.L. 96-135 establishes a limit of 10 years in which an employee who meets the age and service requirements under paragraph (A) can exercise his option of early retirement without an authorized postponement by the Assistant Secretary for Personnel Administration (ASPER). An employee without Indian preference who has been continuously employed by the BIA or IHS from December 21, 1972 and has completed 25 years of service or has completed 20 years of service and is 50 years of age has 10 years from the date of completing the latter service requirement (25 years of service or 20 years service/50 years old) in which to exercise his option of retiring under the annuity provisions of the Act. For those employees who opt to wait 10 years from the time they become eligible, the ASPER is authorized to postpone the retirement date otherwise applicable an additional five years. The additional postponements can only be authorized in 12-month increments and therefore can only be authorized one year at a time each year until the additional five year maximum is reached.

By example, an employee without preference who has been continuously employed by the BIA or the IHS from December 21, 1972 and who became eligible (25 years of service or 20 years of service/50 years old) on or before the signing of P.L. 96-135 on December 5, 1979 will not be eligible for the annuity provisions of the Act after December 5, 1989 unless the ASPER authorizes an additional 12-month postponement.

An employee without Indian preference who entered into Federal service with the BIA or IHS on or before December 21, 1972 and has been continuously employed by the BIA or the IHS is eligible for the annuity provisions of the Act once he meets the service requirements.

For example:

(1) A 23 year old employee without prior Federal service entered service with the IHS on July 1, 1972, is without Indian preference, and has been continuously employed with the BIA or the IHS since that date. Such an employee would become eligible for the annuity provisions of the Act in 25 years on July 1, 1997. A 30 year old employee under the same circumstance would become eligible after meeting the 20 years of service and 50 years of age requirement on July 1, 1992.

(2) A 35 year old employee with four years prior Federal service with another Agency entered service with the BIA or the IHS on July 1, 1970, is without Indian preference, and has been continuously employed with the BIA or the IHS since that date. Such an employee would become eligible for the annuity provisions of the Act after completing 20 years (4 + 16) and 50 years of age (35 + 16 = 51) on July 1, 1986.

In each of the above examples, the employees have an additional 10 years to exercise the option of retiring without losing the annuity provisions of the Act. Beyond those 10 additional years, the ASPER is authorized to postpone

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the retirement date an additional five years in 12-month increments without loss to the employee of the annuity provisions of the Act.

Also, if either employee were involuntarily separated by a Reduction-In-Force (RIF) or means other than misconduct or delinquency and had attained 23 years of service or 18 years of service and 48 years of age, such employee could immediately retire under the annuity provisions of the Act. In the first example, such employee could retire in July 1, 1995 after 23 years of service at 47 years of age. In the second example, such employee could retire on July 1, 1984 after completing 18 years of service at 49 years of age.

In summary, any combination of Federal service that results in 25 years of service or 20 years of service by age 50 by an employee without preference who has been continuously employed by the BIA or the IHS since December 21, 1972 is eligible for the annuity provisions of the Act. Employees without preference who have been continuously employed by the BIA or the IHS since December 21, 1972 and are involuntarily separated by a RIF or means other than misconduct or delinquency may also retire and benefit from the annuity provisions of the Act if such employee has completed 23 years of service or 18 years of service and is 48 years of age. All such employees have 10 years beyond the date they establish eligibility in order to benefit from the annuity provisions of the Act. If such employees serve out the additional 10 years and are not authorized a postponement beyond the 10 years by the ASPER, they revert to the normal retirement system and their annuities will be computed on the basis of the normal retirement system without regard to the annuity provisions of the Act.

EFFECT OF TRANSFERING TO FEDERAL EMPLOYEES RETIREMENT SYSTEM (FERS) ON ELIGIBILITY FOR EARLY RETIREMENT UNDER P.L. 96-135

If an employee transfers to FERS, retirement eligibility is governed by FERS rules and an employee would not be entitled to the early retirement provisions of P.L. 96-135.

If an employee covered under P.L. 96-135 transfers to FERS, the employee could not retire until eligibility requirements under FERS are met.

For example:

> A Civil Service Retirement System (CSRS) employee has 19 years of service at age 49. The employee could retire at age 50 under P.L. 96-135. However, if that same employee transfers to FERS, the employee would have to wait until age 55 before becoming eligible to retire.

Employees who become eligible to retire under P.L. 96-135 must retire within 10 years (unless a postponement is authorized) to maintain the advantage of having the CSRS portion of their annuity computed under the more generous P.L. 96-135 formula.

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Employees who transfer to FERS must (a) first meet FERS retirement eligibility requirements to retire, and (b) retire within 10 years of attaining the age and service requirements which would have been applicable for early retirement under P.L. 96-135 (unless a postponement is authorized) in order to have the CSRS portion of the annuity computed under the more generous P.L. 96-135 formula.

Servicing Personnel Offices require that employees electing to transfer to FERS sign a statement concerning their retirement eligibility when they transfer to FERS. For example, the statement may read as follows:

> "I understand that by transferring to FERS, I lose my early retirement eligibility under P.L. 96-135 and I may not retire until eligibility requirements under FERS are met."

ACTIONS TAKEN UNDER CIVIL SERVICE RETIREMENT PROVISIONS

PURPOSE

"To amend the Civil Service retirement provisions as they apply to certain employees of the Bureau of Indian Affairs and of the Indian Health Service who are not entitled to Indian employment preference and to modify the application of the Indian employment preference laws as it applies to those agencies."

PROGRESS TO DATE

During FY 86, 29 non-Indian employees have benefited by the early retirement provisions and 15 Indian employees have benefited through promotions to or placement in these positions vacated under the provisions of P.L. 96-135. A summary by Area Office of the IHS activities for P.L. 96-135 is provided in Table I found at Tab A. The data are displayed by number of retirements, number of positions vacated and/or refilled, number eligible for retirement, number of positions staffed by Indians specifically trained to compete for those positions, number of waivers obtained under section 2(b)(1) and the number of postponements obtained under section (j)(3)(B). Totals are provided for each category.

A total of 29 employees retired under the provisions of P.L. 96-135 during FY 86. This includes employees who became eligible during previous fiscal years and employees who became eligible during FY 86. Table II found at Tab A shows the number of retirements in the IHS during FY 86, by Area, pay plan, series, grade, and occupational title.

Of those positions vacated, 10 were left vacant during FY 86. Table III found at Tab A lists the positions left vacant during FY 86, by Area, pay plan, series, grade, and occupational title.

None of the positions vacated in FY 86 was refilled by a reemployed annuitant. The Department has not established a specific policy regarding the reemployment of individuals retired under the provisions of P.L. 96-135 but will deal with each such application on its own merits.

Of the 29 positions vacated under P.L. 96-135 during FY 86 four were staffed by non-Indian personnel. The number of non-Indian personnel staffing these positions is shown in Table IV found at Tab A. The data are displayed by Area, pay plan, series, grade, and occupational title.

The number of positions vacated under the provisions of P.L. 96-135 staffed by Indian personnel during FY 86 is 15. Table V found at Tab A shows the number of positions staffed by Indian personnel by Area, pay plan, series, grade, and occupational title.

The number of additional employees eligible for retirement under the provisions of P.L. 96-135 in FY 86 is 26, 29 in FY 87, 28 in FY 88, 27 in FY 89, 13 in FY 90, and 16 in FY 91. Twelve additional employees will be

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eligible for retirement under the provisions of P.L. 96-135 in FY 92, and nine in FY 93. Employees eligible to retire under other retirement authorities are not included in these figures. Tables VI and VII found at Tab A show the number of employees eligible to retire under the provisions of P.L. 96-135 in FY 92 and FY 93 by Area, pay plan, series, grade, and occupational title.

The number of postponements of retirement eligibility obtained under section (j)(3)(B) in FY 86 is two. Table IXa found at Tab A shows the number of postponements of retirement eligibility under section (j)(3)(B) of P.L. 96-135 during FY 86 by Area, pay plan, series, grade, and occupational title.

The procedure the IHS uses to process requests for postponement of retirement eligibility under P.L. 96-135 was originally developed by the Director, Division of Compensation and Performance Management, Office of the Assistant Secretary for Personnel Administration (ASPER). On September 28, 1984, the ASPER delegated to the Regional Personnel Officers (RPOs) in Regions VI, VIII, IX, and X and the Director, Office of Personnel Management, Public Health Service for employees of the IHS within their appointing jurisdiction, the authority to approve requests for postponement of retirement eligibility under provisions of P.L. 96-135. The procedures were subsequently reissued by the Dallas RPO on December 14, 1984. The RPO may postpone the date otherwise applicable under U.S.C. 8336(j)(3)(A) if the employee consents to the postponement, and the postponement is necessary for the continued effective operation of the IHS.

In the area of training, efforts are being made to recruit and train Indian employees. Position vacancies at grade 9 and above are announced IHS-wide and many are announced throughout the Department. In addition, separate notices are given to the various tribal governments. The IHS has not established a formal training program under P.L. 96-135 to specifically train Indians to compete for positions in the IHS vacated by retirees under P.L. 96-135. The IHS policy, consistent with Indian preference and principles of Indian self-determination, is to train its employees in the skills and knowledges necessary to carry out its mission and program goals. Such training provides an incentive to the recruitment and retention of personnel possessing skills which are in critical demand. The IHS strongly supports the American Indian and Alaska Native in meeting the needs of their people for health-related training in manning and managing their own health delivery systems within the limits of available funds.

Two legislative Acts, the Indian Health Care Improvement Act (P.L. 94-437) and the Indian Self-Determination and Education Assistance Act (P.L. 93-638), expanded the scope of training programs now supported by the IHS. These training programs were initially designed with the flexibility to serve the expanding training programs and needs as they emerge. The enactment of P.L. 96-135 was only one significant aspect in a long-term goal to assure a comprehensive health delivery system which will permit the health status of Indians to be raised to the highest possible level, encourage the maximum participation of Indians in the planning and management of those services, and encourage the development of human resources of the Indian people.

Prior to the early retirement options authorized by P L. 96-135, the IHS established training programs designed to train Indians for jobs vacated through normal attrition and for jobs created through expansion. These training programs were designed to provide a staffing source for critical occupations which were identified through manpower planning as lacking Indian candidates. Therefore, the IHS continues its efforts to train individuals for the purpose of making them eligible to compete for vacancies, not targeting them for specific vacancies in relation to any one piece of legislation. This philosophy is especially pertinent to P.L. 96-135 as there is no practical way, due to limited resources, to train a replacement for an employee who, though eligible to retire under P.L. 96-135, is under no obligation to do so.

The IHS will continue its efforts to recruit, hire, and train Indian health professionals, administrative and support staff and to address its vacancy needs in priority order, through modification and refinement of existing training programs as opposed to the very expensive option of establishing and operating new programs.

The overall IHS policy stated above, however, does not preclude Headquarters or individual Area offices from specifically training Indians to compete for positions vacated under the provisions of P.L. 96-135.

As a result of individual Area efforts to specifically train Indians to compete for positions vacated under P.L. 96-135, the number of positions vacated in FY 86 staffed by Indians specifically trained to compete for those positions is three. Table VIII found at Tab A shows positions vacated under the provisions of P.L. 96-135 staffed by Indians specifically trained to compete for those positions during FY 86 by Area, pay plan, series, grade and occupational title. A description of actions taken by Area Offices to train Indians to insure that such Indians will be qualified to compete for positions in the IHS vacated by non-Indians under the provisions of P.L. 96-135 is provided below.

Headquarters - To insure that Indian applicants are considered for vacant positions where appropriate, positions are advertised at multiple grade levels, thus providing for the consideration of more candidates and providing a career ladder of opportunities. The use of career ladder positions provides an incentive to recruit and retain well qualified Indian personnel.

Alaska - To insure that Indian applicants are considered for vacant positions, most positions are recruited at multiple grade levels and selections are frequently made at the lower levels, thus providing for the consideration of more candidates and providing a career ladder for those positions. Formal training and on-the-job training are the primary methods used to train the incumbents to perform at the full performance level for the positions.

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The Alaska Area has identified two areas in which special emphasis will be placed to prepare employees to qualify for positions vacated by non-Indians. They are the Accounting and Budget Group (entire GS-500 series) series and Hospital Administration Series (GS-670).

The proposal for the accounting and budget positions is to:

(1) Establish a cooperative work-study agreement with the University of Alaska's four year program in accounting.

(2) Fill four positions through the Region X Career Opportunity Training Program.

(3) Offer cross specialty assignments within the Financial Management Branch (within availability of resources).

Both the Alaska Native Medical Center and the Mt. Edgecumbe Hospital have agreed to provide training for potential Health Systems Administrators should a training program be established. The Alaska Area is in the process of developing a training position.

Albuquerque - To insure that Indian applicants are considered for vacant positions where appropriate, positions are advertised at multiple grade levels to allow the applicants to meet qualification requirements, thus providing for the consideration of more candidates and providing a career ladder of opportunities. The use of career ladder positions provides an incentive to recruit and retain well qualified Indian personnel.

Oklahoma City - As non-Indian employees in the Oklahoma City Area Office notify management of their intent to retire, positions are advertised as developmental positions to recruit and train Indian employees to qualify for positions vacated by non-Indians. Vacancy announcements are also sent to tribal organizations and State Employment Services Offices throughout the Oklahoma Area.

Portland - The Portland Area has established a Middle Management Training Program to develop a cadre of managerial expertise by preparing a limited number of high-potential employees to successfully compete for entry-level managerial positions. Two Indian employees and two Indian alternates were selected and will participate in developmental assignments.

Nashville - To insure that Indian applicants are considered for vacant positions, some positions are recruited at multiple grade levels, thus providing for the consideration of more candidates and providing a career ladder of opportunities.

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Billings - The Billings Area has established a career development program designed to prepare employees to qualify for positions in program management. Career Development Plans for current Billings Area employees are being developed as a mechanism for those employees to receive cross training or to receive training in career fields outside their current positions. The Human and Manpower Resources Program has conducted training sessions for interested employees to inform them of the steps necessary to develop Career Development Plans. There are currently four employees who are attending college night courses through an approved Career Development Plan and other employees are currently finalizing their plans.

In addition, to insure that Indian applicants are considered for positions in the IHS vacated by non-Indians under the provisions of P.L. 96-135, some positions are recruited at multiple grade levels, thus, providing for the consideration of more candidates and providing a career ladder of opportunities.

A Career Opportunity Training Agreement (COTA) position has been developed and filled with an Indian preference employee. The COTA position is for a Computer Operator, GS-334-6 with promotion potential to GS-334-9.

Tucson - The Tucson Area has established a COTA for Indian employees to train for specific positions. Career counseling is provided to interested employees regarding qualification requirements for certain positions.

Additional information regarding efforts of the IHS to recruit, hire, and train Indian health professionals, administrative, and support staff is included in the report under the section entitled Actions Taken to Recruit and Train Indians.

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ACTIONS TAKEN IN APPLYING REDUCTION-IN-FORCE PROCEDURES

PURPOSE

"For purposes of applying reduction-in-force procedures under subsection (a) of section 3502 of title 5, United States Code, with respect to positions within the Bureau of Indian Affairs and the Indian Health Service, the competitive and excepted service retention registers shall be combined, and any employee entitled to Indian preference who is within a retention category established under regulations prescribed under such subsection to provide due effect to military preference shall be entitled to be retained in preference to other employees not entitled to Indian preference who are within such retention category."

PROGRESS TO DATE

In accordance with section 2(a) of P.L. 96-135, the IHS combines the competitive and excepted service retention registers for purposes of applying reduction-in-force (RIF) procedures. Employees entitled to Indian preference in a particular subgroup are placed at the top of that subgroup above all competing non-Indian employees in that subgroup. The RIF is then conducted in accordance with established RIF policies and procedures.

Section 2(b)(1) of P.L. 96-135 authorizes the reassignment of a non-Indian employee to a vacancy, without regard to the Indian preference laws, when it is determined that such reassignment is necessary (a) to assure the health or safety of the employee or any members of the employee's household; (b) in the course of RIF; or (c) because the employee's working relationship with a tribe has so deteriorated that the employee cannot provide effective service for such tribe or the Federal Government.

A waiver of Indian preference would not be required to permit a non-Indian to displace an Indian in a lower subgroup during the second round of competition as described above. However, if during the use of RIF procedures, it is determined by management that a reassignment to a vacant position in lieu of separation or demotion of any employee not entitled to Indian preference becomes necessary, the action resulting from the RIF procedures may be taken without regard to Indian preference, provided a waiver is obtained from the Assistant Secretary for Personnel Administration (ASPER).

The procedure the IHS uses to process requests to waive Indian preference under P.L. 96-135, was developed by the ASPER. The ASPER makes the final determination for reassignment of the individual under this section based on the documentation for approval from the Area Director, the Director, IHS, and the Regional Personnel Officer. This exception to Indian preference laws is used only when such exception is clearly necessary to enable the IHS to effectively carry out its mission, including preventing Indian and non-Indian employees from being unduly displaced.

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During FY 86, no waivers of Indian preference were granted under section 2(b)(1) of P.L. 96-135. Table IX found at Tab A provides the number of waivers obtained under section 2(b)(1) of P.L. 96-135 during FY 86 categorized according to circumstances, i.e.: (a) to assure the health and safety of the employee or any member of the employee's household; (b) in the course of the RIF; and (c) because the employee's working relationship with a tribe has so deteriorated that the employee cannot provide effective service for such tribe or the Federal Government.

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ACTIONS TAKEN TO RECRUIT AND TRAIN INDIANS

PURPOSE

"The Secretaries of the Interior and Health, Education, and Welfare shall each submit to the Congress a report following the close of each fiscal year with respect to the actions which they took in such fiscal year to recruit and train Indians to qualify such Indians for positions which are subject to preference under the Indian preference laws."

PROGRESS TO DATE

Under the Snyder Act (25 U.S.C. 13), which established the legislative base for the BIA and the IHS activities, the Secretary of the Interior, through the BIA, could expend funds for the health care of Indian people throughout the United States and for the employment of physicians. The programs of the BIA failed to meet the increasing health needs of Indian people as revealed in a 1949 report of the American Medical Association and a 1952 report of the Association of State and Territorial Health Officers. The Congress, in the Transfer Act of 1954, shifted these BIA health programs to the Department of Health, Education, and Welfare (HEW) (predecessor agency to the Department of Health and Human Services) where they would be administered by a professional health organization which is now the IHS. The major goal of the IHS was to provide services to meet acute medical needs and establish physical facilities from which these services could be rendered. As the most acute medical problems, e.g., infectious diseases, were brought under control, the IHS's focus expanded to include the means of improving the health of Indian people including changes in Indian community awareness, changes in life style, etc.

While community control was not part of its mission in those times, the IHS realized that the Indian people must play a key role in program activities, including having the opportunity to staff and manage the programs. Some early joint activities between the IHS and the Office of Economic Opportunity and the initiation in 1969 of the Community Health Representative program resulted in training the first cadre of Indian health delivery staff. These efforts were statutorily mandated by the Indian Self-Determination and Education Assistance Act (P.L. 93-638) in 1975. Under this Act, the Secretary must, if requested by a tribe, contract with that tribe to carry out any or all of the Secretary's functions, authorities and responsibilities under the Transfer Act. The essence of self-determination is that the Indian people themselves set the pace, scale and manner for their involvement.

The passage of the P.L. 94-437 in 1976 added other dimensions to the programs carried out by the IHS by giving it authority to administer training programs and to provide certain services for urban Indians. Manpower development and leadership training are vitally necessary if the Indian people must look to skilled Indian professionals as agents of change within the community.

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The number of full-time permanent Indian and non-Indian professional[1] (direct patient care and direct patient care support activities) and administrative support staff employed by the IHS during FY 86 is shown below. The data show that Indian people comprised 59.0 percent of the IHS professional staff as of September 30, 1986.

Category	Indians	Non-Indians	Total
Physicians	30	729	759
Dentists	7	276	285
Graduate Nurses	588	1,429	2,017
Physician Assistants	77	13	90
Practical Nurses	737	54	791
Sanitarians	37	111	148
Pharmacists	30	282	312
Social Workers	71	41	112
Health Educators	14	14	28
Nutritionists/Dietitians	17	74	91
Medical Clerks	279	6	285
Medical Records Librarians	36	22	58
Medical Records Technicians	249	13	262
Dental Auxiliaries	346	25	371
Medical Auxiliaries (Medical Aid, Physical Therapist, Occupational Therapist, Educational Therapist, Rehabilitation Therapist, Medical Technologist, Medical Technician, Pathology Technician, Medical Radiology Technician, Medical Machine Technician, Pharmacy Technician, Health Aid/Technician)	392	347	739
Speech Pathologists/Audiologists	2	12	14
All Others[2]	1,488	206	1,692
TOTAL[3]	4,400	3,554	8,054

[1] Note: Throughout this report, health professions are considered to be the MODVOPP--medicine, osteopathy, dentistry, engineers/sanitarians, optometry, podiatry, pharmacy--nursing, and various allied health professions.)

[2] Includes staff in the direct patient care and direct patient care support activities category and corresponds to Table XIII found at Tab E.

[3] Data are based on official personnel records and correspond to Table XII found at Tab D. Data may vary in various professional and professional support categories from the IHS program information since some positions are coded to other administrative and management occupational categories and do not reflect the professional category under which the incumbent was initially appointed.

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Indian and non-Indian IHS administrative support staff as of September 30, 1986 was:

Organizational Identity	Indians	Non-Indians	Total
Headquarters and Area Offices	1,798	659	2,457

During FY 86, the IHS continued its efforts to recruit, hire, and train Indian health professionals and support staff. During FY 86, approximately 2,247 health professionals were hired in the IHS. Of that number, 1,042 or 46.4 percent were Indian health professionals. These professionals are working in hospitals and Service Units in the IHS. The total number of health professionals and the total number of Indian health professionals hired in the IHS during FY 86 by health professional category were:

Category	Indians Hired	Non-Indians Hired	Total
Physicians	19	328	347
Medical Records Librarians	2	4	6
Sanitarians	1	20	21
Pharmacists	10	56	66
Physician Assistants	8	10	18
Graduate Nurses	122	456	578
Practical Nurses	168	12	180
Nutritionists/Dietitians	4	16	20
Dentists	1	91	92
Health Educators	3	3	6
Social Workers	12	2	14
Medical Clerks	115	1	116
Medical Record Technicians	68	1	69
Dental Auxiliaries	56	4	60
Medical Auxiliaries (Medical Aid, Physical Therapist, Occupational Therapist, Education Therapist, Rehabilitation Therapist, Medical Technologist, Medical Technician, Pathology Technician, Medical Radiology Technician, Medical Machine Technician, Pharmacy Technician, Health Aid/Technician)	111	182	293
Speech Pathologists/Audiologists	0	0	0
All Others[1]	342	19	361
TOTAL[2]	1,042	1,205	2,247

[1] Includes staff in the direct patient care and direct patient care support activities category and corresponds to Table XIII found at Tab E.

[2] Data are based on official personnel records and correspond to Table XII found at Tab D. Data may vary in various professional and professional support categories from the IHS program information since some positions are coded to other administrative and management occupational categories and do not reflect the professional category under which the incumbent was initially appointed.

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Indian and non-Indian IHS administrative support staff hired as of September 30, 1986 was:

Organizational Identity	Indians	Non-Indians	Total
Headquarters and Area Offices	498	127	625

The number of the Indian hires and losses in the IHS during FY 86 is shown in Table X found at Tab B. The data are displayed by pay plan, series, occupational title, and grade. Totals are provided for each occupational category and for the number of hires and losses in each pay plan category. The total number of employees hired in the IHS during FY 86 for all pay plans was 2,872 of which 1,540 were American Indian and Alaska Natives. The total number of IHS losses during FY 86 for all pay plans was 2,580 of which 1,518 were American Indian and Alaska Natives. In the Merit Pay System (GM) and General Schedule (GS) category, the total number of employees hired in the IHS during FY 86 was 1,944 of which 1,181 were American Indian and Alaska Natives. In the Commissioned Corps (CC) category, the total number of employees hired in the IHS during FY 86 was 600 of which 57 were American Indian or Alaska Native. In the Wage Grade (WG, WL, WB, WS) category, the total number of employees hired in the IHS during FY 86 was 282 of which 266 were American Indian or Alaska Native. The total number of employee losses was 316 of which 290 were American Indian or Alaska Native.

PROFESSIONAL COORDINATORS

Improving the health care delivery system for American Indians and Alaska Natives is a major goal of the IHS. To attain this goal, greater emphasis is being placed on the training and distribution of competent health manpower, the establishment of planning systems for better access to and utilization of health personnel, facilities and other resources.

A network of professional coordinators throughout the IHS was created with the responsibility for monitoring activities relating to the recruitment and training of Indian students funded under the authority of Title I, P.L. 94-437 for positions in the IHS. These coordinators are used to provide advice, counsel, and guidance to the students with whom they relate. They monitor the student's academic performance to ensure success in regards to educational requirements in the chosen health profession, advise on course selection and provide a person in the program to whom the student can relate on a one-to-one basis. In addition, they assist with placement to begin and complete Service Obligation Payback. Table XI found at Tab C provides a list of the professional coordinators.

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PROFESSIONAL CREDENTIALS

Health manpower credentialing,[1] particularly the licensure and certification of individuals, is an important concern that must be addressed to meet the longstanding goals of better quality and availability of health care, especially since the licensure and certification of health professionals have a direct impact on the quality of health care delivery.

Initial credentialing is usually attained after the completion of a basic formal education program. Candidates for credentialing are graduates of the P.L. 94-437, Title I, scholarship program or they are graduates of colleges and universities funded from other sources who are recruited into the IHS. The requirements for certification[2]-registration/licensure[3] may consist of any combination of academic, work experience, or examination qualifications. Licensure usually governs the use of a title and the activities that are to be practiced by that profession. The list of health professions requiring credentialing[1] in the IHS includes the following:

Audiologists
Dentists
Dental Hygienists
Dietitians
Nutritionists
Engineers
Laboratory Technologists
Medical Record Technicians
Nurses (Registered and Licensed Practical Nurse)
Occupational Therapists
Optometrists
Pharmacists
Physical Therapists
Physicians
Physicians Assistants
Medical Record Librarians
Sanitarians
Social Workers
X-ray Technologists

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[1] The formal recognition of professional or technical competence. As used in this report, "credentialing" is a generic term referring to the processes of certification and licensure.

[2] Certification is the process by which a nongovernmental agency or association grants recognition to an individual who has met certain predetermined qualifications specified by that agency or association.

[3] Licensure is the process by which an agency of government grants permission to an individual to engage in a given occupation upon finding that the applicant has attained the minimal degree of competency necessary to ensure that the public health, safety, and welfare will be reasonably well protected.

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INDIAN HEALTH MANPOWER - TITLE I of P.L. 94-437

The passage of P.L. 94-437 reaffirmed the Federal Government's commitment to American Indian and Alaska Native people to help them achieve health services and a health status which are at parity with health services available to and the health status of, the general population.

The purpose of Title I, Indian Health Manpower, was to increase the inadequate number of Indians in the health professions, to remove the multiple barriers preventing entry of health professionals into the IHS and private practice among Indians and to increase the inadequate number of health professionals serving Indians. However, with the projected oversupply of health professionals, repeal of the health profession training authorization is being sought.

Title I of P.L. 94-437 contains five sections. Within this Title there are provisions for scholarships, identification and recruitment of scholarship recipients, experiential summer employment and continuing education for the IHS employees.

Title I authorizes a variety of recruitment activities (section 102) to address the manpower shortages within the IHS and to identify and encourage Indian students to pursue a career in the health professions. Students with educational deficiencies may qualify for a Health Professions Preparatory Scholarship (section 103), upon completion of which they are eligible for enrollment in a health professions school. Upon enrollment, they may qualify for a health professions scholarship (section 104)[1/] to assist with their health professions education. During nonacademic periods, students may qualify for assignments within IHS as an extern (section 105) to secure practical experience in their health discipline. Upon graduation and entry into the IHS, they may be provided continuing education experiences (section 106) each year to maintain and improve the quality of their previous education and training.

Public Law 94-437 authorized the Indian health manpower programs to begin in FY 78 and funds were appropriated to begin the programs in October 1977. Regulations implementing the Act were published in the Federal Register on November 18, 1977. Implementation of health manpower activities was begun by the IHS in November 1977.

[1/] Includes graduation from a training institution, certification/ registration and licensing.

Section 102 - Health Professions Recruitment Program for Indians

This section provides grants to Indian tribes, tribal organizations, urban Indian organizations, Indian health organizations, or any public or other nonprofit private health or educational entity for the purpose of identifying and recruiting Indians into health professions and for identifying and publicizing sources of financial aid and grants for other programs which will insure the enrollment of Indians into health professions schools.

Indian people recruited into the health professions through activities supported by section 102 funds may secure financial assistance in health professions school from the IHS Health Professions Scholarship Program, or from the NHSC Scholarship Program, or from other sources.

In FY 86, the Congress appropriated funds for the Indians into Medicine (INMED) Program at the University of North Dakota and to four universities providing Master of Public Health (MPH) degrees for Indian students. The purpose was to develop and implement programs that would identify, recruit, and train Indian people to earn a degree in the health professions and or the MPH degree. These grantees provide a valuable service to the IHS manpower effort by providing assistance with the identification and recruitment of students for the IHS scholarship programs.

Grants awarded under authority of section 102, Health Professions Recruitment Program for Indians, and the INMED and MPH programs during FY 86 were:

Universities

University of North Dakota -
Indians into Medicine (INMED)
University of California (MPH)
University of Oklahoma (MPH)
University of North Carolina (MPH)
University of Hawaii (MPH)

During FY 86, these programs contacted over 4,200 Indian students for the purpose of providing career information and counseling. Additionally, these programs provided scholarships and career information to over 65 percent of all the new applicants for programs in public health. Students recruited by the grantees are Indians interested in returning to their tribes to provide services as health professionals. This is especially important because the difficulty the IHS has in recruiting for certain geograhpic areas.

[1/] Technically, section 104 established the "Indian Health Scholarship" program as a part of the NHSC Scholarship program. The Indian Health Scholarship program is now section 338G of the Public Health Service Act. Throughout this report we will continue to identify this program as either section 104 or as the health professions scholarship program because these are the terms by which the program is generally known and referred to in other documents.

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Trained health manpower has consistently been a severe problem for the IHS. There is approximately one physician for every 1,000 Indians compared to the national average of one physician per 600 people. In order to train an individual to become a physician or other health professional, career interest must start at an early age. Grantees under this section have developed programs that reach out to students from elementary to high schools and provide educational and career information that could lead them into the health professions.

Section 103(b)(1) - Health Professions Preparatory Scholarship Program for Indians

Section 103(b)(1) authorizes scholarship grants to Indian people for up to two years of compensatory preprofessional education which, upon completion, will enable the student to qualify for enrollment or reenrollment in a health professions school. There is no service obligation for recipients of section 103 scholarship grants.

The number of awards made under section 103(b)(1) during FY 86 is 43.

The distribution of health professions preparatory scholarships by discipline awarded in FY 86 under section 103(b)(1) was:

Category	Number of Awards
Accounting	1
Medical Technology	0
Nursing	42
Premedicine	0
TOTAL	43

Section 103(b)(2) - Health Professions Pregraduate Scholarship Program

The Health Professions Pregraduate Scholarship Program (section 103(b)(2)--formerly referred to as 103P) was authorized by the passage of the Indian Health Care Amendments of 1980, P.L. 96-537. Section 103(b)(2) provides pregraduate education for Indian students to enroll in courses leading to a baccalaureate degree in an approved premedicine, predentistry, preosteopathy, preveterinary medicine, preoptometry, or prepodiatry curriculum. This program makes scholarship support available for up to four academic years of pregraduate education which will enable the student to qualify for enrollment in a medical school.

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During FY 86, 67 students were funded under this authority. The distribution of the pregraduate education scholarships by discipline awarded in FY 86 under section 103(b)(2) was:

Category	Number of Awards
Optometry	0
Predentistry	0
Premedicine	67
TOTAL	67

Section 104 - Health Professions Scholarship Program

This section provides scholarship support which includes tuition, fees, a stipend and other necessary financial aid to qualified individuals in health professions institutions who, upon graduation, will provide their professional services to Indian people. These services may be provided in the IHS Tribal Health Program, or an urban Indian health program funded under Title V of P.L. 94-437, or private practice in a health manpower shortage area providing services to a sufficient number of Indian people. Although any student may compete for these scholarships, priority is given to applicants who are Indian.

Since the beginning of Title I, 1,048 students have been awarded a Health Professions Scholarship (section 104). Of these, 262 are currently serving their payback obligation. A total of 343 have completed their service payback obligation. Approximately 10 are in post-graduate education. Two hundred sixty-eight are in default status. Approximately 90 have been waived, returned funding or need to be subjected to further administrative reviews.

Currently, the IHS Scholarship programs are maintaining an 80 percent average retention rate. This high retention rate is attributed to the IHS monitoring system. This system provides each student with a monitor who is a health professional employed by the IHS. The monitor is in monthly contact with the student for the purpose of providing assistance with problems, academic and personal. Additionally, the monitor assists with the identification of qualified tutorial services. The primary reasons students withdraw from the IHS scholarship programs are personal, e.g., family problems, accidents, economics, etc.

Service Obligation

Following graduation from a health professions school, as prescribed in the written contract, students must fulfill a service obligation in one of the following options:

1. The Indian Health Service;

2. Tribal Health Programs;

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3. Programs funded under Title V of P.L. 94-437, Urban Indian Programs; or

4. Private practice as a physician or other health profession in a shortage area which addresses the health care needs of a substantial number of Indians.

The publication of Health Manpower Shortage Areas designated under section 332 of the PHS Act, states "all Indian tribes which meet the definition in section 4(d) of P.L. 94-437 are automatically designated as population groups with primary medical care and dental manpower shortages" (44 Federal Register 46182, August 6, 1979).

The number of awards made under section 104 during FY 86 was 319.

The distribution of health professions scholarship awards during FY 86 under section 104 by discipline was:

Category	Number of Awards
Accounting	8
Dental Hygiene	1
Dentistry	14
Dietetics/Nutrition	2
Engineering/Sanitation	14
Health Care Administration	4
Medical Records	14
Medical Technology	13
Medicine	61
MPH	2
Nursing	162
Optometry	9
Pharmacy	9
Speech Pathology	1
X-ray Technology	5
TOTAL	319

In School (1986-87)	
Graduates (Receivables)	168
Graduates Working	262
Completed Payback	343
Deferments	19
Default (Breach of Contract)	268

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The P.L. 94-437 scholarship distribution by career for new and continuation scholarships under sections 103(b)(1), 103(b)(2) and 104 during FY 86 is:

Career	Continuation			New			Totals		
	103*	103**	104	103*	103**	104	103*	103**	104
Accounting	0	0	2	1	0	6	1	0	8
Dental Hygiene	0	0	0	0	0	1	0	0	1
Dentistry	0	0	13	0	0	1	0	0	14
Dietetics/Nutrition	0	0	0	0	0	2	0	0	2
Engineering	0	0	9	0	0	2	0	0	11
Health Care Administration	0	0	3	0	0	1	0	0	4
Medical Records	0	0	12	0	0	2	0	0	14
Medical Technology	0	0	11	0	0	2	0	0	13
Medicine	0	0	53	0	0	8	0	0	61
MPH	0	0	1	0	0	1	0	0	2
Nursing	27	0	151	15	0	11	42	0	162
Optometry	0	0	9	0	0	0	0	0	9
Pharmacy	0	0	7	0	0	2	0	0	9
Predentistry	0	0	0	0	0	0	0	0	0
Premedicine	0	47	0	0	20	0	0	67	0
Preoptometry	0	0	0	0	0	0	0	0	0
Sanitarian	0	0	2	0	0	1	0	0	3
Speech Pathology	0	0	1	0	0	0	0	0	1
X-ray Technology	0	0	5	0	0	0	0	0	5
TOTALS	27	47	279	16	20	40	43	67	319

Section 105 - Indian Health Service Extern Program

This section authorizes employment to recipients of section 104 scholarships, or others enrolled in health professions schools, during nonacademic periods for up to 120 days during any calendar year. Each extern is assigned to an IHS, tribal, or urban Indian health facility to work in his/her health profession under the direct supervision of a health professional. This employment is designed to enhance the student's academic preparation and provides a "hands-on" experience. Students are compensated for their services at salaries comparable to what they would receive if they were employed in the civil service competitive system.

During FY 86, 68 Students received extern assignments in IHS facilities throughout the United States. The distribution of IHS extern program awards made under section 105 during FY 86 by discipline was:

Category	Number Employed
Dentistry	2
Environmental Health	7

*Section 103(b)(1)
**Section 103(b)(2)

Health Science	2
Medical Records	5
Medicine	5
Nursing	39
Optometry	2
Pharmacy	6
TOTAL	68

The externs secured practical experience in their professions while helping the health staff and Indian people by performing needed tasks and other services appropriate to the extern's level of skill and training.

Section 106 - Continuing Education Allowances

Section 106 authorizes allowances to the IHS health professionals to obtain continuing education in the form of professional consultation and refresher training courses each year. These allowances provide travel, per diem and tuition costs for such continuing education. Continuing education opportunities are vital to attracting and retaining top quality health professionals, and are also frequently needed to maintain current licenses. The IHS staff receiving such continuing education refined their skills, learned new developments in their health profession, and helped identify ways to improve the delivery of the IHS health services to Indian people.

During FY 86, funds for continuing education were provided from the hospitals and clinics budgetary authority.

Summary of FY 86 Program Accomplishments under Title I of P.L. 94-437

A recap of the accomplishments during FY 86 is:

Four universities with an MPH program provided funds for program operation and support of 20 Indian students earning a graduate degree in a health discipline. Eight students completed this course of study.

The INMED program was funded for program operation and support of 38 students earning degrees in medicine, dentistry, and allied health professions.

One hundred ten scholarship grants were awarded under sections 103.

Three hundred nineteen scholarship grants were awarded under section 104.

Five hundred twenty-one students graduated as a result of section 104 support. Two hundred sixty-two students are scheduled to work or are already working for the IHS.

Three hundred twenty-eight students are in training as nurses and seventeen Indian students are in training as engineers or sanitarians.

Sixty-eight students received extern assignments and sixty-seven students are in Medical School.

NARRATIVE DESCRIPTIONS OF THE IHS TRAINING PROGRAMS AND ACTIVITIES DURING FY 86

The narrative descriptions of IHS training programs that follow highlight the formal training programs funded by the IHS. Included are the residency, professional, paraprofessional and P.L. 94-437 Title I program descriptions of FY 86 activities. These programs represent the IHS effort to provide quality training and developmental activities for employees and tribal members. The purpose of these training activities is to provide career development opportunities for IHS program personnel and to help, in part, meet the organization's professional and paraprofessional manpower needs. Additionally, selected programs provide training to tribal members to develop their capacities to man and manage their own health programs.

Programs listed below do not include Area funded, short-term training efforts.

1. RESIDENCIES

Medical

Program:	Phoenix Medical Center
Location:	Phoenix Indian Medical Center, Phoenix, Arizona
Program I:	Obstetric/Gynecology Residency
Description:	The objective of this program is to train specialists for the IHS. The program is affiliated with the Good Samaritan and St. Joseph's Hospitals.
FY 86 Activities:	Total of 3 residents
Program III:	General Surgery Residency
Description:	The purpose of this program is to train surgeons for the IHS. Residency positions are selected competitively.
FY 86 Activities:	Total of 3 residents

Pharmacy

Program: Pharmacy Residency
Location: Gallup, New Mexico
Description: The major purpose of this program is to provide increased knowledge and aptitude in the special atmosphere of an institutional setting. Emphasis is placed upon clinical exposure, drug information services, and operation of Poison Information Center. Residents rotate through each function every 2 months. The program is accredited by the American Society of Hospital Pharmacists. Residency positions are selected competitively.

FY 86 Activities: Total of 2 Residents (1 Indian)

Dental

Program: Advanced Dental General Practice Residency
Location: Phoenix, Arizona; Gallup, New Mexico; Anchorage, Alaska
Description: This program consists of comprehensive dental training for competitively selected career-oriented dentists of the IHS. Training experience includes rotation through clinical dental specialties with emphasis on difficult treatment plan procedures. The residency can be either a one year intensive clinical oriented experience or expand to two years with additional emphasis on areas of interest to participants in management and education.

FY 86 Activities: Total of 2 Residents in Phoenix (1 Indian)
Total of 2 Residents in Gallup
Total of 1 Resident in Anchorage
Total of 3 Residents in Tahlequah

Program: Dental Public Health Residency
Location: Albuquerque, New Mexico
Description: This residency in dental public health is offered to the IHS dentists who have completed the Master of Public Health degree. The American Dental Association accredited residency encompasses training in field studies, epidemiology, third-party payment mechanisms, advanced public health concepts and implementation procedures. The residency can be completed in one year full-time in Albuquerque, at selected field locations or pursued on a two-year, half-time schedule. This residency, which includes two projects related to the IHS mission, is part of the requirements leading to board qualification in the (specialty) field of Dental Public Health.

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Successful completion of this training, combined with clinical and service unit program experience, is considered essential for dental professionals who occupy Area and Headquarters dental positions.

FY 86 Activities: Total of 1 Resident

2. OTHER PROFESSIONAL

Program: Student Training Program
Location: All IHS Areas
Description: This program combines the United States Public Health Service Commissioned Officer Student Training and Extern Program with affiliated programs at specific universities. The IHS has a clinical medical clerkship program for third and fourth year medical students. Students are provided up to 3 months of field experience in the IHS facilities.

FY 86 Activities: Total of 103 Students (87 Indians)

Program: Medical Clerkship Program
Location: All IHS Areas
Description: The IHS has a clinical medical clerkship program for third and fourth year medical students. The medical students are provided 4 to 12 weeks clinical experience in an IHS facility.

FY 86 Activities: Total of 423 Medical Students (6 Indians)

Program: Nursing Education Center for Indians (NECI)
Location: Albuquerque, New Mexico
Description: The intent of this work-study program is to provide professional and/or advanced education for American Indian/Alaska Native registered nurses who have completed an Associate Degree or diploma program in nursing and are currently employed as a registered nurse in the IHS.

FY 86 Activities: Total of 27 Trainees (27 Indians)

Program: Advanced Nurse Training (Mundt Funds)
Location: Aberdeen, South Dakota
Description: A limited number of South Dakota Native American employees in the IHS are afforded the opportunity for entrance into schools of professional nursing for basic and advanced preparation. Under this special program, the student may complete up to 4 years of professional nursing education (either basic or advanced preparation) depending upon the type of nursing education program selected.

FY 86 Activities: Total of 24 Trainees (24 Indians)

Program: Clinical Support Center (CSC)
Location: Phoenix, Arizona and all IHS Areas
Description: This program provides on-site training and Continuing Education for Physicians, Pharmacists, Nurses, Mid-Wives, Nutritionists/Dietitians, Optometrists, Dentists, and Physician Assistants. The CSC coordinates other Continuing Medical Education Programs and produces monthly home study material for these health professionals. The CSC arranges training for Emergency Medical Services and Communicable Disease.

FY 86 Activities: Total of 4,350 persons participated, including eight-hundred physicians (2,710 Indians)

3. PARAMEDICAL

Program: Health and Medical Records
Location: Phoenix, Arizona
Description: Health Records Education and Training is responsible for conducting in service training programs to upgrade technical knowledge and skills of health records personnel throughout the IHS. Also continuing education programs are provided to enable Registered Records Administrators and Accredited Records Technicians to maintain registration and accreditation as required by the American Medical Records Association.

FY 86 Activities: Total of 105 trainees (87 Indians)

Program: Medical Laboratory Technician Program
Location: Gallup, New Mexico
Description: This 2-year American Medical Association accredited program is designed to train students to assist medical technologists and pathologists. The curriculum includes anatomy, physiology, aseptic techniques, quality control, hematology, etc. Also, selected general education courses are provided to qualifying students for the Associate Degree.

FY 86 Activities: Total of 2 trainees (2 Indians)

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Program:	Community Health Representative (CHR)
Program I:	Basic CHR Program
Location:	Black Hills Training Center, Rapid City, South Dakota
Description:	During FY 85, two courses were held at Rapid City. The curriculum places emphasis on knowledge and skills needed for the liaison role of the newly employed allied-health worker. The course is generally of three weeks duration.
FY 86 Activities:	Total of 31 Trainees (31 Indians)
Program II:	Advanced CHR Training
Location:	Black Hills Training Center, Rapid City, South Dakota
Description:	The CHRs who have completed the basic course are offered opportunities for advanced training. Specialty courses, generally of 2 weeks duration, are given in Maternal and Child Health, Counseling, Allied Health Refresher, Environmental Health, Gerontology, and Alcoholism, Nutrition and Drug Abuse. These courses are offered in response to Tribal needs.
FY 86 Activities:	Total of 112 Trainees (112 Indians)
Program:	Alaska Native Community Health Aide Training Program
Location:	Anchorage, Alaska
Description:	This is a 10-week program designed to develop Community Health Aides capable of delivering primary clinical care in villages, bridging the gap between professional health providers and villagers, providing leadership and continuity in community health programs and promoting the development of community health programs and resources. The curriculum includes: Family and Community Relationships, Nutrition, Environmental Health, Infant and Maternal Care, First Aid, Dental Hygiene and Other Basic Health Training and Orientation.
FY 86 Activities:	Total of 70 Trainees (70 Alaska Natives)
Program:	Emergency Medical Services (EMS)
Location:	Phoenix Indian Medical Center Phoenix, Arizona; field locations throughout the IHS.
Description	The EMS training program provides high quality training for nurses, physician assistants, emergency medical technicians, first responders, dispatchers, administrators, and other EMS-related occupations.

All EMS courses meet the standards and criteria as established by the American Medical Association, Emergency Department Nurses Association and the United States Department of Transportation. In addition to initial training for recommended levels, provisions are made for continuing education programs and refresher programs that are necessary to maintain/advance the skill levels of trainee EMS personnel.

FY 86 Activities: Total of 238 Trainees (210 Indians)

Program: Dental Assistant Training
Location: Lawrence, Kansas
Description: The Dental Assistant Training Program at Haskell Indian Junior College is an American Dental Association accredited training program. The course of study involves two academic years. The first year is a preparatory course in General Education in which the student satisfies requirements in English, Mathematics, Psychology, Sociology, Physiology and Anatomy.

After completion of the first year, individuals apply and are accepted into the technical program. Students receive training in dental sciences, related and biological sciences, clinical and specialty skills and dental materials. The technical program involves course work in dental assisting skills and relates didactic material to clinical skills. Students receive practical clinical skills at the Haskell IHS Dental Clinic.

FY 86 Activities: Total of 10 Trainees (10 Indians)

Program: Environmental Health Training
Location: Albuquerque (West), New Mexico
Description: The Office of Environmental Health (OEH) offers a series of training courses in environmental health through its Environmental Management Branch (EMB), located in Albuquerque. The courses are open to OEH professional and technical staff members as well as tribal employees involved in environmental health activities. Courses cover basic orientation, policies and procedures of the OEH, management practices, time utilization and also technical topics such as well drilling, surveying, radiological health, etc. Most courses are conducted at the EMB facility in Albuquerque, however selected courses are sometimes held within various IHS Areas.

FY 86 Activities: Total of 252 Students (35 Indians)

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Program: Nutrition and Dietetics Training Program
Location: Sante Fe, New Mexico
Description: This program prepares individuals for careers in the sphere of nutrition and dietetics; creates an awareness of the importance of nutrition in health; develops specific skills in nutrition communication, food service management and supervision, food preparation and in nutritional care for specific age groups. These program goals are achieved through courses offered to both IHS and tribal employees working in nutrition and health programs.

FY 86 Activities: Total of 442 Students (442 Indians)

4. OTHER

Program: Tribal Leaders/Tribal Employees Training Program
Location: Tucson, Arizona and IHS Areas
Description: The Tribal Leaders/Tribal Employees Training Program originally was established for the purpose of training tribal leaders and tribal health workers in health management to assist the tribes in developing their capacity to man and manage their own health programs. Additionally, technical assistance and courses in human resource development were offered. The training of tribal personnel has included various forms of professional, paraprofessional, technical and administrative training that assists tribal health organizations to manage their programs. Such training has included seminars, programs, courses and workshops given at IHS training centers, service units, tribal sites and contractor/grantee locations. Training under this program has been either discontinued or modified and absorbed into other training programs.

FY 86 Activities: No training--lack of resources

Program: Health Resources Systems Development (HRSD)
Location: Tucson, Arizona
Description: The HRSD serves as a national focal point for development and advancement of tribal capabilities to manage health programs. The HRSD provides comprehensive assistance through consultation, systems development, training and education in the areas of health program management and institutional development.

The goals of HRSD training are: to further the capabilities of tribes and tribal organizations, to administer health programs and to continually upgrade (through training) the administrative competencies in IHS.

The HRSD has developed a comprehensive continuing education program featuring a flexible curriculum, training with direct application to job performance requirements, continuing education units, and course capability in health administration and other degree programs at selected colleges and universities.

FY 86 Activities: Total of 253 participants, including 246 tribal personnel

Program: Long-Term Training
Location: All IHS Areas
Description: Long-term training is available for IHS employees on a competitive basis. The program provides college and university training in health and health-related fields. Applicants must be recommended by the IHS Training Committee and approved by the Director, IHS.

Each year a number of individuals with high potential for further growth and development are selected by the IHS to attend appropriate educational programs of various durations. Although participation in long-term training is minimal in relation to total training efforts, long-term training represents an investment in terms of staffing, program and commitment. Long-term training provides learning opportunities for selected IHS employees with high potential. Also, it enables employees to keep abreast of change, learn new skills and develop/improve abilities needed in current or future positions.

FY 86 Activities: Total of 27 trainees (1 Indian)

Summary of the IHS Training Program and Activities

Training individuals in medical health professions, in management, in order to perform a job better or learn new aspects of the job, cross cultural training and preparation for higher level jobs are ongoing activities in the IHS. Training programs take a variety of forms and cover a multitude of topics and skills.

Within available resources, the IHS has made every effort to provide quality health training which is responsive to the needs of Indian and Alaska Natives. In addition, the IHS has the responsibility to assist tribes by providing information, training and technical support.

The distribution of IHS trainees during FY 86 by category of training is:

CATEGORY OF TRAINING	NUMBER INDIAN TRAINEES FY 86	TOTAL NUMBER OF TRAINEES FY 86
RESIDENCIES		
Medical		
Phoenix Medical Center		
Obstetric/Gynecology Residency	0	3
General Surgery Residency	0	3
Pharmacy		
Pharmacy Residency	1	2
Dental		
Advanced General Practice Residency	0	8
Dental Public Health Residency	0	1
OTHER PROFESSIONAL		
Student Training Program	87	103
Clinical Medical Clerkship Program	6	423
Nursing Education Center for Indians (NECI)	27	27
Advanced Nurse Training (Mundt Funds)	24	24
Clinical Support (CSC)	2,710	4,350
PARAMEDICAL		
Health and Medical Records	87	105
Medical Laboratory Technical Program	2	2
Community Health Representative (CHR)		
Basic Community Health Representative Program	31	31
Advanced Community Health Representative Training	112	112
Alaska Native Community Health Aide Training Program	70	70
Emergency Medical Services (EMS)	208	210
Community Health Medics Program	0	0
Dental Assistants Training	10	10
Environmental Health Training	35	252
Nutrition and Dietetics Training Program	442	442
OTHER		
Health Resources Systems Development (HRSD)	246	253
Long-Term Training	1	27

INDIAN HEALTH MANPOWER - TITLE I OF P.L. 94-437

Section 102	- Health Professional Recruitment Program for Indians		
	INMED	38	38
	MPH	20	20
Section 103(b)(1)	- Health Professions Preparatory Scholarship Program for Indians	43	43
Section 103(b)(2)	- Health Professions Pregraduate Scholarship Program for Indians	67	67
Section 104	- Health Professions Scholarship Program	319	319
Section 105	- Indian Health Service Extern Program	68	68
Section 106	- Continuing Education Allowances	0	0
TOTAL		4,654	7,013

GRADE LEVELS AND OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN THE IHS

PURPOSE

"The Secretaries of the Interior and Health, Education, and Welfare shall each submit to the Congress a report . . . Such report shall also include information as to the grade levels and occupational classifications of Indian and non-Indian employees in the Bureau of Indian Affairs and the Indian Health Service."

PROGRESS TO DATE

During FY 86, the IHS continued its efforts to recruit, hire, and train Indian health professionals, administrative and support staff. As a result of these efforts, considerable progress has been realized. The trend in increasing Indian employment has continued over the years.

A summary of the IHS employment for permanent full-time employees as of September 30, 1986[1/] by pay plan is shown below:

PAY PLAN[2/]	TOTAL NON-INDIANS	PERCENTAGE NON-INDIANS	TOTAL INDIANS	PERCENTAGE INDIANS	TOTAL IHS EMPLOYEES
CC	2,005	91.9	176	8.1	2,181
ES	0	0	1	100.0	1
GM	143	49.8	144	50.2	287
GS	2,100	30.8	4,725	69.2	6,825
WG	47	4.5	998	95.5	1,045
WL	4	8.3	44	91.7	48
WS	14	11.3	110	88.7	124
TOTAL	4,313	41.0	6,198	59.0	10,511

The IHS has one position in the Senior Executive Service and that position is occupied by an Indian person.

1/ Source: PHS/OM Report

2/ Pay Plan: CC - Commissioned Corps
ES - Senior Executive Service
GM - Merit Pay System
GS - General Schedule
WG - Non-Supervisory Federal Wage System
WL - Wage Leader
WS - Wage Supervisory

A summary of the IHS employment from 1980 to 1986 is shown below:

MONTH/YEAR	TOTAL INDIANS	PERCENTAGE INDIANS	TOTAL NON-INDIANS	PERCENTAGE NON-INDIANS	TOTAL IHS EMPLOYEES
August 1980	6,122	57.6	4,498	42.4	10,620
September 1981	6,079	58.5	4,318	41.5	10,397
September 1982	5,506	58.0	3,994	42.0	9,500
September 1983	5,655	58.7	3,977	41.3	9,632
September 1984	6,137	59.3	4,205	40.7	10,342
September 1985	6,186	59.5	4,207	40.5	10,394
September 1986	6,198	59.0	4,313	41.0	10,511

The decrease in the percentage of American Indian and Alaska Native employees during FY 82 occurred because the IHS absorbed and placed over 150 non-Indian commissioned officers in conjunction with Public Health Service Reduction-In-Strength procedures instituted in October 1981. In addition, personnel restrictions limiting hiring to "direct patient care" personnel only were instituted during FY 82. This resulted primarily in non-Indian health professionals being hired during FY 82.

During FY 1986, the number of Indian employees actually increased by 12. However, there was a slight drop in the percentage of Indian employment from 59.5 to 59.0. This was the result of Departmental limits on discretionary spending imposed February 13, 1986 while the Department analyzed the impact of the reductions required by the Gramm-Rudman-Hollings Act. These limitations included restrictions on hiring which affected the positions that are usually filled by Indian and Alaska Native employees.

The occupational classifications of Indian and non-Indian employees in the IHS during FY 86 by pay plan, series, occupational title and grade is shown in Table XII found at Tab D.

A summary of IHS employment for the three major pay plans for permanent full-time employees from FY 80 to FY 86 is shown below:

COMMISSIONED CORPS

YEAR	TOTAL INDIANS	PERCENTAGE INDIANS	TOTAL NON-INDIANS	PERCENTAGE NON-INDIANS	TOTAL IHS EMPLOYEES
1980	61	3.2	1,848	96.8	1,909
1981	103	5.4	1,814	94.6	1,918
1982	110	5.8	1,778	94.2	1,888
1983	127	6.6	1,807	93.4	1,934
1984	149	7.2	1,914	92.8	2,063
1985	159	7.5	1,965	92.5	2,124
1986	176	8.1	2,005	91.9	2,181

GENERAL SCHEDULE

YEAR	TOTAL INDIANS	PERCENTAGE INDIANS	TOTAL NON-INDIANS	PERCENTAGE NON-INDIANS	TOTAL IHS EMPLOYEES
1980	4,776	65.8	2,485	34.2	7,261
1981	4,786	66.7	2,376	33.3	7,162
1982	4,196	68.2	1,957	31.8	6,153
1983	4,306	69.2	1,921	30.8	6,227
1984	4,646	69.4	2,049	30.6	6,695
1985	4,696	69.9	2,019	30.1	6,715
1986	4,725	69.2	2,100	30.8	6,825

MERIT PAY SYSTEM

YEAR	TOTAL INDIANS	PERCENTAGE INDIANS	TOTAL NON-INDIANS	PERCENTAGE NON-INDIANS	TOTAL IHS EMPLOYEES
1982	107	40.2	159	59.8	266
1983	109	41.0	157	59.0	266
1984	123	44.4	154	55.6	277
1985	142	49.1	147	50.9	289
1986	144	50.2	143	49.8	287

The employment of Indian and non-Indian employees in the IHS during FY 86 by series, occupational title, direct patient care, direct support activities, and administrative support category is provided in Table XIII found at Tab E.

A summary of the IHS employment for direct patient care, direct support activities, and administrative support as of September 30, 1986 is shown below:

CATEGORY	TOTAL INDIANS	PERCENTAGE INDIANS	TOTAL NON-INDIANS	PERCENTAGE NON-INDIANS	TOTAL IHS EMPLOYEES
Direct Patient Care	2,805	45.6	3,351	54.4	6,156
Direct Support Activities	1,595	84.0	303	16.0	1,898
Administrative Support	1,798	73.2	659	26.8	2,457

The direct patient care category, occupations with the highest concentration of Indian and Alaska Native employees includes nursing assistants, practical nurses, medical record technicians, medical clerks, dental assistants, and health aid/technicians. There is a total of 1,793 employees of which 1,703 or 95.0 percent are Indian and Alaska Natives. Non-Indians in these occupations total 90 or 5.0 percent.

In the direct patient care support category occupations with the highest concentration of Indian and Alaska Native employees include the supply clerk/technician occupation with a total of 117 employees of which 112 or 95.7 percent are Indian and Alaska Natives; non-Indians total 5 or 4.3 percent, and the combined wage grade occupation with a total of 1,264 employees of which 1,152 or 94.7 percent are Indian and Alaska Natives; non-Indians total 65 or 5.3 percent.

In the category of administrative support two clerical occupations (those that involve structured work in support of office, business, or fiscal operations) with the highest concentration of Indians are secretary and clerk-typist positions. Of a total of 446 secretarial employees, 386 or 86.5 percent are Indian and 60 or 13.5 percent are non-Indian. Of a total of 138 employees in the clerk-typist occupation, 129 or 93.5 percent are Indian and Alaska Natives. Non-Indian employees total nine or 6.5 percent. Another occupation in this category with a high concentration of Indian and Alaska Natives is the miscellaneous clerk and assistant. Of 189 employees, 171 or 90.5 percent are Indian and Alaska Natives.

ACTIONS TAKEN TO PLACE NON-INDIAN EMPLOYEES IN OTHER FEDERAL POSITIONS

PURPOSE

"The Secretaries of the Interior and Health, Education, and Welfare, and the Director of the Office of Personnel Management shall each submit a report to Congress following the close of each fiscal year with respect to the actions which they took in such fiscal year to place non-Indian employees of the Bureau of Indian Affairs and the Indian Health Service in other Federal positions."

PROGRESS TO DATE

Section 12 of the Indian Reorganization Act (also known as the Wheeler-Howard Act) is sometimes referred to as the "Indian Preference Act." It was enacted on June 18, 1934. Section 12 (25 U.S.C. 472) states:

> The Secretary of the Interior is directed to establish standards of health, age, character, experience, knowledge, and ability for Indians who may be appointed without regard to Civil Service laws, to the various positions maintained, now, or hereafter, by the Indian Office, in the administration of functions or services affecting any Indian tribe. Such qualified Indians shall hereafter have the preference to appointment to vacancies in any such positions.

Beginning in 1972, a series of administrative and judicial decisions have granted absolute employment preference to qualified Indians in all appointments, promotions, and reassignments in the BIA and the IHS. These decisions caused severe curtailment of career opportunities for the non-Indian employees in the IHS.

In Morton v. Mancari, 417 U.S. 535 (1974) the Supreme Court held that the Indian preference statutes were not repealed by the Civil Rights Act of 1964 and that Indian preference was not unconstitutional racial discrimination against non-Indians.

In Freeman v. Morton, 499 F. 2d 494 (D.C. Cir. 1974) the Court of Appeals held that the Indian preference statutes apply to the filling of all position vacancies in the BIA no matter how created. That is, preference must be given to Indians in initial appointments, promotions, lateral transfers and reassignments. It effectively ended management's right to move a non-Indian employee to a vacant position for any reason, if there is an Indian who is qualified and available for that position. Before 1972, a non-Indian employee who entered the IHS could expect career opportunities comparable to those available in any other Federal agency. The more restrictive interpretation of the Indian Preference Act seriously affected these opportunities.

By memorandum dated October 29, 1974 the Department's Office of the General Counsel advised the IHS that, although the IHS was not a party to Freeman v.

Morton, for all practical purposes the decision could be considered applicable to the IHS.

On April 22, 1977, the United States District Court for the District of Columbia in Tyndall v. U.S. (Civil Action No. 77-0004) ordered the Department of Health, Education, and Welfare to adopt the same definition of Indian for preference in employment of Indians in the IHS as that used by the Department of the Interior. Moreover, the court stated that:

> "Defendants are hereby ordered to fully implement Sections 44, 45, 46, 47, and 472 of Title 25 U.S.C. by providing absolute preference, without exception to qualified Indian applicants in filling all vacancies within the Indian Health Service no matter how such vacancies are created, including all initial hirings, reassignments, lateral transfers, promotions or any other personnel action intended to fill a vacancy." (emphasis added).

To assure that non-Indian appointees to positions in the IHS fully understand and accept the potential impact Indian preference may have on their career potential, the IHS requires that all non-Indian applicants for permanent positions within the IHS sign a statement, prior to accepting employment, certifying that they have been informed of the legislative background of Indian preference upon their career opportunities in terms of advancement within the IHS. They are also informed that as the number of qualified available Indian persons increases their opportunities regardless of their qualifications will further diminish within the IHS.

Under P.L. 96-135, voluntary movements of non-Indians out of the Indian service agencies are facilitated for those who wish to leave via the retirement authority provisions or the placement assistance program.

In December 1976, the PHS established a Placement Assistance Program to provide those non-Indian employees of the IHS whose career opportunities had been adversely affected by the application of Indian preference with the opportunity for consideration of reassignment outside of the IHS.

On August 23, 1978, the IHS initiated a survey to determine whether the Placement Assistance Program established in 1976 was adequate, and if not adequate, what changes should be made. The IHS employees did not express interest in such a program. Therefore, the Department did not establish a formal Placement Assistance Program for the IHS employees in response to P.L. 96-135. The PHS Placement Assistance Program expired July 25, 1980, and has not been reestablished. Although the Department did not establish a formal placement assistance program for the IHS employees, the personnel offices serving the IHS regularly make it known to employees that outplacement assistance and individual career counseling are available upon request. There were no requests for placement assistance during FY 86. The Department has found that most employees prefer to seek vacancies without being specially referred. Personnel offices routinely provide employees with information on vacancies in this Department and other Federal agencies. Thus, we are providing assistance at the level which reflects employee interest.

APPENDICES

TAB A

TABLE I INDIAN CIVIL SERVICE RETIREMENT ACT
PUBLIC LAW 96-135

Area	Number of Retirements	Number of Positions Vacated and/or Refilled			Number Eligible for Retirement		Number of Positions Staffed by Indians Trained to Compete for Those Positions	Number of Waivers Obtained Under Section 2(b)(1)			Number of Postponements Obtained Under Section j(3)(B)
		Left Vacant	Staffed by Non-Indian	Staffed by Indian				Health/ Safety	Working Re-lationship	RIF	
	FY 86	FY 86	FY 86	FY 86	FY 92	FY 93	FY 86	FY 86	FY 86	FY 86	FY 86
Headquarters	2	1	0	1	1	0	1	0	0	0	0
Aberdeen	8	2	1	5	1	3	0	0	0	0	0
Alaska	3	1	1	1	4	1	0	0	0	0	0
Albuquerque	3	2	0	1	2	0	0	0	0	0	0
Billings	0	0	0	0	1	0	1	0	0	0	0
Navajo	3	1	0	2	1	1	0	0	0	0	0
Oklahoma	2	0	0	2	1	1	0	0	0	0	0
Phoenix	5	1	2	2	0	0	1	0	0	0	2
Portland	3	2	0	1	0	0	0	0	0	0	0
Tucson	0	0	0	0	1	3	0	0	0	0	0
Nashville	0	0	0	0	0	0	0	0	0	0	0
California	0	0	0	0	0	0	0	0	0	0	0
Bemidji	0	0	0	0	0	0	0	0	0	0	0
TOTAL	29	10	4	15	12	9	3	0	0	0	2

TABLE II EMPLOYEES WHO RETIRED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	GS	0318	08	Secretary (Stenography)
	GS	0334	13	Systems Analyst
Total - 2				
Aberdeen	GS	0610	09	Clinical Nurse
	GS	0212	12	Supervisory Personnel Staffing Specialist
	WS	4749	06	Maintenance Worker Foreman
	WG	4749	08	Maintenance Worker
	GS	0679	03	Medical Clerk
	GS	0525	09	Supervisory Accounting Technician
	GS	0645	07	Medical Technician
	GS	0610	09	Clinical Nurse
Total - 8				
Alaska	WG	04701	11	Maintenance and Operations Specialist
	GS	0188	11	Auxiliary Patient Service Coordinator
	GS	0610	11	Supervisory Clinical Nurse
Total - 3				
Albuquerque	GM	0505	14	Financial Manager
	GM	1725	13	Public Health Educator
	GM	0685	13	Public Health Advisor
Total - 3				
Billings	Negative			
Navajo	GS	0610	13	Supply Management Officer
	GS	0185	12	Supervisory Social Worker
	GS	0675	06	Supervisory Medical Records Technician
Total - 3				

TABLE II EMPLOYEES WHO RETIRED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Oklahoma	GM	2003	13	Supply Management Officer
	GM	0505	14	Financial Manager
Total - 2				
Phoenix	GS	2005	06	Supply Technician
	GS	0610	09	Clinical Nurse
	GS	0610	09	Clinical Nurse
	GS	0610	09	Operating Room Nurse
	GS	0610	09	Clinical Nurse
Total - 5				
Portland	GM	0505	13	Financial Manager
	GS	0620	05	Licensed Practical Nurse
	GS	0301	14	Special Assistant/Area Director
Total - 3				
Tucson	Negative			
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE III POSITIONS VACATED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
LEFT VACANT DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	GS	0334	13	Systems Analyst
Total - 1				
Aberdeen	GS	0212	12	Supervisory Personnel Staffing Specialist
	GS	0679	03	Medical Clerk
Total - 2				
Alaska	WG	4701	11	Maintenance and Operations Specialist
Total - 1				
Albuquerque	GS	0685	13	Public Health Advisor
	GM	1725	13	Public Health Educator
Total - 2				
Billings	Negative			
Navajo	GS	0675	06	Supervisory Medical Records Technician
Total - 1				
Oklahoma	Negative			
Phoenix	GS	0610	09	Clinical Nurse
Total - 1				

TABLE III POSITIONS VACATED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
LEFT VACANT DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Portland	GS	0620	05	Licensed Practical Nurse
	GS	0301	14	Special Assistant/Area Director
Total - 2				
Tucson	Negative			
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE IV POSITIONS VACATED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
STAFFED BY NON-INDIANS DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	Negative			
Aberdeen	GS	0645	07	Medical Technician
Total - 1				
Alaska	GS	0610	11	Supervisory Clinical Nurse
Total - 1				
Albuquerque	Negative			
Billings	Negative			
Navajo	Negative			
Oklahoma	Negative			
Phoenix	GS	0610	09	Clinical Nurse
	GS	0610	09	Operating Room Nurse
Total - 2				
Portland	Negative			
Tucson	Negative			
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE V POSITIONS VACATED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
STAFFED BY INDIANS DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	GS	0318	06	Secretary (Typing) (previously filled as Secretary (Stenography), GS-0318-08)
Total - 1				
Aberdeen	WS	4749	06	Maintenance Worker Foreman
	WG	4749	08	Maintenance Worker
	GS	0525	09	Supervisory Accounting Technician
	GS	0610	09	Clinical Nurse
	GS	0610	09	Clinical Nurse
Total - 5				
Alaska	GS	0188	09	Auxiliary Patient Service Coordinator (previously filled as GS-0188-11)
Total - 1				
Albuquerque	GM	0505	14	Financial Manager
Total - 1				
Billings	Negative			
Navajo	WG	5703	05	Motor Vehicle Operator (previously filled as Community Health Nurse, GS-0610-10)
	GS	0185	12	Supervisory Social Worker
Total - 2				

TABLE V POSITIONS VACATED UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
STAFFED BY INDIANS DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Oklahoma	GM	2003	13	Supply Management Officer
	GM	0505	14	Financial Manager
Total - 2				
Phoenix	GS	2005	05	Supply Technician (Typing) (previously filled as Supply Technician GS-2005-06)
	GS	0610	09	Clinical Nurse
Total - 2				
Portland	GM	0505	13	Financial Manager
Total - 1				
Tucson	Negative			
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE VI EMPLOYEES ELIGIBLE TO RETIRE UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
DURING FY 92

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	GS	0301	06	General Services Assistant
Total - 1				
Aberdeen	GS	0301	06	Staff Assistant
Total - 1				
Alaska	GM	0819	05	Supervisory Environmental Health Engineer
	GS	0610	09	Community Health Nurse
	GS	0610	11	Supervisory Clinical Nurse
	GS	0620	06	Practical Nurse
Total - 4				
Albuquerque	GS	0610	12	Supervisory Community Health Nurse
	GS	0644	09	Medical Technologist
Total - 2				
Billings	GS	0644	11	Medical Technologist
Total - 1				
Navajo	GS	0802	11	Biomedical Engineering Technician
Total - 1				
Oklahoma	GS	0610	10	Clinical Nurse
Total - 1				

TABLE VI EMPLOYEES ELIGIBLE TO RETIRE UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
DURING FY 92

Area	Pay Plan	Series	Grade	Occupational Title
Phoenix	Negative			
Portland	Negative			
Tucson	WS	4749	10	Maintenance Foreman
Total - 1				
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE VII EMPLOYEES ELIGIBLE TO RETIRE UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
DURING FY 93

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	Negative			
Aberdeen	GS	0610	11	Supervisory Clinical Nurse
	GS	0301	06	Contract Health Clerk
	GS	0644	11	Supervisory Medical Technologist
Total - 3				
Alaska	GS	0610	09	Clinical Nurse
Total - 1				
Albuquerque	Negative			
Billings	Negative			
Navajo	GS	1353	12	Geologist
Total - 1				
Oklahoma	GS	0341	07	Administrative Assistant
Total - 1				
Phoenix	Negative			
Portland	Negative			
Tucson	GM	0601	14	Supervisory Health Care Administrator
	GS	0610	09	Clinical Nurse
	GS	0644	09	Medical Technologist
Total - 3				

TABLE VII EMPLOYEES ELIGIBLE TO RETIRE UNDER
THE PROVISIONS OF PUBLIC LAW 96-135
DURING FY 93

Area	Pay Plan	Series	Grade	Occupational Title
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE VIII POSITIONS VACATED UNDER THE PROVISIONS OF PUBLIC LAW 96-135
STAFFED BY INDIANS SPECIFICALLY TRAINED TO COMPETE FOR THOSE POSITIONS
DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	GS	0318	06	Secretary (Typing)
Total - 1				
Aberdeen	Negative			
Alaska	Negative			
Albuquerque	Negative			
Billings	GS	0334	06	Computer Operator
Total - 1				
Navajo	Negative			
Oklahoma	Negative			
Phoenix	GS	0610	09	Clinical Nurse
Total - 1				
Portland	Negative			
Tucson	Negative			
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TABLE IX WAIVERS OF INDIAN PREFERENCE OBTAINED UNDER SECTION 2(b)(1) OF PUBLIC LAW 96-135 DURING FY 86

Area	Pay Plan	Series	Grade/ Rank	Occupational Title	Type of Waiver		
					Health/Safety	Working Relationship	RIF
Headquarters	Negative						
Aberdeen	Negative						
Alaska	Negative						
Albuquerque	Negative						
Billings	Negative						
Navajo	Negative						
Oklahoma	Negative						
Phoenix	Negative						
Portland	Negative						
Tucson	Negative						
Nashville	Negative						
California	Negative						
Bemidji	Negative						

TABLE IXa POSTPONEMENT OF RETIREMENT ELIGIBILITY UNDER
SECTION (j)(3)(B) OF PUBLIC LAW 96-135
DURING FY 86

Area	Pay Plan	Series	Grade	Occupational Title
Headquarters	Negative			
Aberdeen	Negative			
Alaska	Negative			
Albuquerque	Negative			
Billings	Negative			
Navajo	Negative			
Oklahoma	Negative			
Phoenix	GS	0630	11	Supervisory Dietician
	GS	0647	08	Lead Radiological Technologist
Total - 2				
Portland	Negative			
Tucson	Negative			
Nashville	Negative			
California	Negative			
Bemidji	Negative			

TAB B

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
		NO POSITION TITLE		0	0	85	81
		NO POSITION TITLE		0	0	85	81
				0	0	85	81
AD	0099	GEN STUDENT TRAINEE	01	0	0	1	1
AD	0099	GEN STUDENT TRAINEE	02	2	0	3	3
AD	0099	GEN STUDENT TRAINEE	03	2	2	3	3
AD	0099	GEN STUDENT TRAINEE	04	7	7	7	7
AD	0099	GEN STUDENT TRAINEE	05	6	6	8	8
AD	0099	GEN STUDENT TRAINEE	06	3	2	5	3
AD	0099	GEN STUDENT TRAINEE	07	2	1	1	1
AD	0099	GEN STUDENT TRAINEE		22	18	28	26
AD	0525	ACCT TECH	02	0	0	1	1
AD	0525	ACCT TECH		0	0	1	1
AD	0621	NURSING ASST	02	1	1	4	4
AD	0621	NURSING ASST	03	1	1	1	1
AD	0621	NURSING ASST	04	3	3	3	3
AD	0621	NURSING ASST		5	5	8	8
AD	0675	MED REC TECH	04	1	1	1	1
AD	0675	MED REC TECH		1	1	1	1
AD	0699	HLTH AID/TECH	04	2	2	4	4
AD	0699	HLTH AID/TECH	06	4	3	3	3
AD	0699	HLTH AID/TECH	07	0	0	2	1
AD	0699	HLTH AID/TECH		6	5	9	8
AD				34	29	47	44
ES	0340	PROG MGMT		0	0	1	1
ES	0340	PROG MGMT		0	0	1	1
ES				0	0	1	1
GM	0180	PSYCHOLOGY	13	1	0	0	0
GM	0180	PSYCHOLOGY		1	0	0	0
GM	0185	SOCIAL WORK	13	0	0	1	1
GM	0185	SOCIAL WORK		0	0	1	1
GM	0301	MISC ADMIN/PROGRAM	13	0	0	1	0
GM	0301	MISC ADMIN/PROGRAM	14	1	1	0	0
GM	0301	MISC ADMIN/PROGRAM		1	1	1	0
GM	0340	PROG MGMT	14	0	0	1	1
GM	0340	PROG MGMT	15	0	0	1	1
GM	0340	PROG MGMT		0	0	2	2
GM	0345	PROG ANALYSIS	13	0	0	1	1
GM	0345	PROG ANALYSIS		0	0	1	1
GM	0505	FIN MGMT	14	1	0	3	0
GM	0505	FIN MGMT		1	0	3	0
GM	0602	MEDICAL OFF	14	1	0	4	0
GM	0602	MEDICAL OFF	15	2	0	5	0
GM	0602	MEDICAL OFF		3	0	9	0

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GM	0670	HEALTH ADMIN	13	1	1	1	1
GM	0670	HEALTH ADMIN	14	1	1	2	1
GM	0670	HEALTH ADMIN	15	0	0	1	1
GM	0670	HEALTH ADMIN		2	2	4	3
GM	0671	HLTH SYSTEM SPEC	13	0	0	2	2
GM	0671	HLTH SYSTEM SPEC		0	0	2	2
GM	0685	PUB HLTH PROG SPEC	14	0	0	1	0
GM	0685	PUB HLTH PROG SPEC		0	0	1	0
GM	1101	GEN BUS/INDUS	14	1	1	1	1
GM	1101	GEN BUS/INDUS	15	1	1	0	0
GM	1101	GEN BUS/INDUS		2	2	1	1
GM	1102	CONTRACT/PROCUREMENT	13	1	1	0	0
GM	1102	CONTRACT/PROCUREMENT	14	0	0	1	0
GM	1102	CONTRACT/PROCUREMENT		1	1	1	0
GM	1640	FACILITY MGMT	14	0	0	1	0
GM	1640	FACILITY MGMT		0	0	1	0
GM	1725	PUB HEALTH EDUCA	13	0	0	1	0
GM	1725	PUB HEALTH EDUCA		0	0	1	0
GM	2003	SUPPLY PROG MGMT	13	0	0	1	0
GM	2003	SUPPLY PROG MGMT		0	0	1	0
GM				11	6	29	10
GS	0085	GUARDS	02	1	1	1	1
GS	0085	GUARDS	03	32	32	17	17
GS	0085	GUARDS	04	2	2	3	3
GS	0085	GUARDS		35	35	21	21
GS	0101	SOCIAL SCIENCE	07	1	1	0	0
GS	0101	SOCIAL SCIENCE	09	0	0	2	2
GS	0101	SOCIAL SCIENCE	11	2	2	1	1
GS	0101	SOCIAL SCIENCE		3	3	3	3
GS	0180	PSYCHOLOGY	09	1	1	9	0
GS	0180	PSYCHOLOGY	12	2	1	0	0
GS	0180	PSYCHOLOGY	13	1	0	0	0
GS	0180	PSYCHOLOGY		4	2	0	0
GS	0185	SOCIAL WORK	09	4	4	1	1
GS	0185	SOCIAL WORK	11	7	6	4	4
GS	0185	SOCIAL WORK	12	1	1	8	2
GS	0185	SOCIAL WORK	13	0	0	1	0
GS	0185	SOCIAL WORK		12	11	14	7
GS	0187	SOCIAL SERVICES	05	1	1	0	0
GS	0187	SOCIAL SERVICES	06	1	1	0	0
GS	0187	SOCIAL SERVICES	07	2	2	3	3
GS	0187	SOCIAL SERVICES	08	0	0	1	1
GS	0187	SOCIAL SERVICES	09	0	0	1	1
GS	0187	SOCIAL SERVICES		4	4	5	5
GS	0188	RECREATION SPEC	11	0	0	1	0
GS	0188	RECREATION SPEC		0	0	1	0

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0201	PERSONNEL MGMT	05	1	1	0	0
GS	0201	PERSONNEL MGMT	09	0	0	1	1
GS	0201	PERSONNEL MGMT	11	1	1	0	0
GS	0201	PERSONNEL MGMT	12	1	1	3	1
GS	0201	PERSONNEL MGMT		3	3	4	2
GS	0203	PERSONNEL CLERK/ASST	03	1	1	2	2
GS	0203	PERSONNEL CLERK/ASST	04	1	0	2	2
GS	0203	PERSONNEL CLERK/ASST	05	3	2	3	3
GS	0203	PERSONNEL CLERK/ASST	06	0	0	2	2
GS	0203	PERSONNEL CLERK/ASST	07	0	0	1	1
GS	0203	PERSONNEL CLERK/ASST		5	3	10	10
GS	0212	PERSONNEL STAFF	12	1	1	2	0
GS	0212	PERSONNEL STAFF		1	1	2	0
GS	0221	POSITION CLASS	09	1	1	0	0
GS	0221	POSITION CLASS	11	0	0	2	1
GS	0221	POSITION CLASS		1	1	2	1
GS	0301	MISC ADMIN/PROGRAM	07	0	0	1	1
GS	0301	MISC ADMIN/PROGRAM	09	2	2	3	3
GS	0301	MISC ADMIN/PROGRAM	11	1	1	0	0
GS	0301	MISC ADMIN/PROGRAM	14	0	0	2	1
GS	0301	MISC ADMIN/PROGRAM		3	3	6	5
GS	0303	MIS CLERK + ASST	02	3	3	4	4
GS	0303	MIS CLERK + ASST	03	23	22	26	25
GS	0303	MIS CLERK + ASST	04	17	16	21	20
GS	0303	MIS CLERK + ASST	05	6	6	14	12
GS	0303	MIS CLERK + ASST	06	3	2	6	5
GS	0303	MIS CLERK + ASST	07	0	0	1	1
GS	0303	MIS CLERK + ASST	08	2	2	0	0
GS	0303	MIS CLERK + ASST		54	51	72	67
GS	0304	INFOR RECEPT	02	5	5	0	0
GS	0304	INFOR RECEPT	03	0	0	1	1
GS	0304	INFOR RECEPT		5	5	1	1
GS	0305	MAIL/FILE	02	7	7	7	7
GS	0305	MAIL/FILE	03	7	7	4	4
GS	0305	MAIL/FILE	04	0	0	2	2
GS	0305	MAIL/FILE	05	1	1	1	1
GS	0305	MAIL/FILE		15	15	14	14
GS	0318	SECRETARY	03	4	3	2	1
GS	0318	SECRETARY	04	21	21	15	15
GS	0318	SECRETARY	05	28	25	44	40
GS	0318	SECRETARY	06	4	2	5	3
GS	0318	SECRETARY	07	0	0	1	1
GS	0318	SECRETARY	08	0	0	3	2
GS	0318	SECRETARY		57	51	70	62
GS	0322	CLK TYPIST	02	9	7	13	11
GS	0322	CLK TYPIST	03	128	128	106	102
GS	0322	CLK TYPIST	04	58	47	39	33

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0322	CLK TYPIST		195	182	158	146
GS	0332	COMPUTER OPN	02	2	2	0	0
GS	0332	COMPUTER OPN	03	1	1	1	1
GS	0332	COMPUTER OPN	04	2	2	0	0
GS	0332	COMPUTER OPN		5	5	1	1
GS	0334	COMP SPEC	05	4	1	3	0
GS	0334	COMP SPEC	07	1	0	0	0
GS	0334	COMP SPEC	09	1	0	1	0
GS	0334	COMP SPEC	11	1	0	0	0
GS	0334	COMP SPEC	12	1	0	0	0
GS	0334	COMP SPEC	13	0	0	1	0
GS	0334	COMP SPEC	14	0	0	1	0
GS	0334	COMP SPEC		8	1	6	0
GS	0335	COMP CLERK/TECH	02	1	1	0	0
GS	0335	COMP CLERK/TECH		1	1	0	0
GS	0341	ADMIN OFF	07	1	1	0	0
GS	0341	ADMIN OFF	09	1	1	2	2
GS	0341	ADMIN OFF	11	1	1	5	5
GS	0341	ADMIN OFF		3	3	7	7
GS	0342	SUPPORT SERV ADMIN	07	0	0	1	1
GS	0342	SUPPORT SERV ADMIN	08	0	0	2	2
GS	0342	SUPPORT SERV ADMIN	09	1	1	1	1
GS	0342	SUPPORT SERV ADMIN		1	1	4	4
GS	0343	MGMT ANALYSIS	13	0	0	1	1
GS	0343	MGMT ANALYSIS		0	0	1	1
GS	0344	MGMT CLER & ASST	06	1	1	3	3
GS	0344	MGMT CLER & ASST		1	1	3	3
GS	0345	PROG ANALYSIS	11	1	1	0	0
GS	0345	PROG ANALYSIS	12	1	1	2	1
GS	0345	PROG ANALYSIS	13	0	0	1	1
GS	0345	PROG ANALYSIS		2	2	3	2
GS	0350	EQUIP OPERATOR	02	4	4	2	2
GS	0350	EQUIP OPERATOR	03	2	2	3	3
GS	0350	EQUIP OPERATOR	04	0	0	1	1
GS	0350	EQUIP OPERATOR		6	6	6	6
GS	0356	DATA TRANSCRIBER	03	8	8	2	2
GS	0356	DATA TRANSCRIBER		8	8	2	2
GS	0357	CODING	03	0	0	1	1
GS	0357	CODING		0	0	1	1
GS	0382	TELEPHONE OPER	02	16	14	10	10
GS	0382	TELEPHONE OPER	03	7	7	9	9
GS	0382	TELEPHONE OPER	04	8	8	5	5
GS	0382	TELEPHONE OPER		31	29	24	24
GS	0401	GEN BIOLOG SCI	09	0	0	1	0
GS	0401	GEN BIOLOG SCI		0	0	1	0
GS	0404	BIOLOGICAL TECH	06	1	0	1	0
GS	0404	BIOLOGICAL TECH		1	0	1	0

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0503	FIN CLER & ASSIST	03	1	1	2	2
GS	0503	FIN CLER & ASSIST	04	1	1	1	1
GS	0503	FIN CLER & ASSIST	05	1	1	0	0
GS	0503	FIN CLER & ASSIST	07	0	0	1	1
GS	0503	FIN CLER & ASSIST		3	3	4	4
GS	0510	ACCOUNTING	07	2	1	0	0
GS	0510	ACCOUNTING	09	1	0	0	0
GS	0510	ACCOUNTING	11	1	1	1	1
GS	0510	ACCOUNTING	12	1	0	1	0
GS	0510	ACCOUNTING		5	2	2	1
GS	0511	AUDITING	12	1	0	1	0
GS	0511	AUDITING		1	0	1	0
GS	0525	ACCT TECH	03	1	1	1	1
GS	0525	ACCT TECH	04	2	2	3	3
GS	0525	ACCT TECH	05	6	6	7	7
GS	0525	ACCT TECH	06	3	2	6	6
GS	0525	ACCT TECH	07	1	1	1	0
GS	0525	ACCT TECH	09	0	0	1	0
GS	0525	ACCT TECH		13	12	19	17
GS	0530	CASH PROCESSING	05	1	0	0	0
GS	0530	CASH PROCESSING	06	0	0	1	1
GS	0530	CASH PROCESSING		1	0	1	1
GS	0540	VOUCHER EXAM	04	1	1	0	0
GS	0540	VOUCHER EXAM	05	0	0	3	2
GS	0540	VOUCHER EXAM	07	0	0	1	1
GS	0540	VOUCHER EXAM		1	1	4	3
GS	0544	PAYROLL	06	0	0	1	1
GS	0544	PAYROLL		0	0	1	1
GS	0560	BUDGET ANALYSIS	07	0	0	1	1
GS	0560	BUDGET ANALYSIS	09	0	0	2	1
GS	0560	BUDGET ANALYSIS	12	0	0	2	1
GS	0560	BUDGET ANALYSIS		0	0	5	3
GS	0561	BUDG/CLER & ASST	04	0	0	1	1
GS	0561	BUDG/CLER & ASST		0	0	1	1
GS	0601	GEN HLTH SCI	07	1	0	2	1
GS	0601	GEN HLTH SCI	09	2	2	1	1
GS	0601	GEN HLTH SCI	11	0	0	1	0
GS	0601	GEN HLTH SCI		3	2	4	2
GS	0602	MEDICAL OFF	06	0	0	1	0
GS	0602	MEDICAL OFF	11	6	0	2	0
GS	0602	MEDICAL OFF	12	26	0	15	0
GS	0602	MEDICAL OFF	13	90	6	61	1
GS	0602	MEDICAL OFF	14	41	5	27	2
GS	0602	MEDICAL OFF	15	3	0	5	0
GS	0602	MEDICAL OFF		166	11	111	3
GS	0603	PHY ASST	07	2	0	1	0
GS	0603	PHY ASST	09	0	0	1	0

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0603	PHY ASST	11	13	7	11	7
GS	0603	PHY ASST	12	3	1	4	0
GS	0603	PHY ASST		18	8	17	7
GS	0610	NURSE	04	29	18	10	7
GS	0610	NURSE	05	43	21	14	3
GS	0610	NURSE	07	37	9	41	10
GS	0610	NURSE	09	260	41	261	26
GS	0610	NURSE	10	2	0	12	2
GS	0610	NURSE	11	29	3	64	10
GS	0610	NURSE	12	13	2	13	2
GS	0610	NURSE		413	94	415	60
GS	0620	PRACT (VOC) NURSE	03	13	13	10	10
GS	0620	PRACT (VOC) NURSE	04	26	21	21	19
GS	0620	PRACT (VOC) NURSE	05	49	45	49	39
GS	0620	PRACT (VOC) NURSE	06	5	4	7	4
GS	0620	PRACT (VOC) NURSE		93	83	87	72
GS	0621	NURSING ASST	02	16	16	12	12
GS	0621	NURSING ASST	03	57	55	53	51
GS	0621	NURSING ASST	04	8	8	29	28
GS	0621	NURSING ASST	05	1	1	4	4
GS	0621	NURSING ASST		82	80	98	95
GS	0622	MEDICAL SPLY AID/TEC	03	1	1	2	1
GS	0622	MEDICAL SPLY AID/TEC	04	5	5	5	5
GS	0622	MEDICAL SPLY AID/TEC	05	7	4	10	6
GS	0622	MEDICAL SPLY AID/TEC		13	10	17	12
GS	0630	DIETITIAN	05	0	0	1	1
GS	0630	DIETITIAN	07	1	1	0	0
GS	0630	DIETITIAN	09	3	1	1	0
GS	0630	DIETITIAN	11	3	0	4	0
GS	0630	DIETITIAN	12	1	1	0	0
GS	0630	DIETITIAN		8	3	6	1
GS	0633	PHYSICAL THER	11	2	0	1	0
GS	0633	PHYSICAL THER		2	0	1	0
GS	0636	REHAB THER ASST	03	2	2	0	0
GS	0636	REHAB THER ASST		2	2	0	0
GS	0638	REC/CREAT ART THERAP	09	2	0	0	0
GS	0638	REC/CREAT ART THERAP		2	0	0	0
GS	0644	MED TECHNOL	05	4	2	1	1
GS	0644	MED TECHNOL	07	13	6	3	0
GS	0644	MED TECHNOL	09	28	2	30	4
GS	0644	MED TECHNOL	10	2	0	2	1
GS	0644	MED TECHNOL	11	5	1	10	1
GS	0644	MED TECHNOL		52	11	46	7
GS	0645	MED TECH	02	4	4	5	5
GS	0645	MED TECH	03	10	10	12	12
GS	0645	MED TECH	04	5	3	4	2
GS	0645	MED TECH	05	4	4	6	6

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PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0645	MED TECH	06	7	4	6	3
GS	0645	MED TECH	07	2	2	3	1
GS	0645	MED TECH		32	27	36	29
GS	0647	DIAG RAD TECH	03	1	0	1	0
GS	0647	DIAG RAD TECH	04	6	4	3	1
GS	0647	DIAG RAD TECH	05	8	3	4	3
GS	0647	DIAG RAD TECH	06	18	4	19	7
GS	0647	DIAG RAD TECH	07	17	4	14	5
GS	0647	DIAG RAD TECH		50	15	41	16
GS	0649	MED MACH TECH	02	1	1	0	0
GS	0649	MED MACH TECH	03	1	1	0	0
GS	0649	MED MACH TECH	05	0	0	4	2
GS	0649	MED MACH TECH	08	0	0	3	0
GS	0649	MED MACH TECH		2	2	7	2
GS	0660	PHARMACIST	07	1	0	1	0
GS	0660	PHARMACIST	09	8	2	7	3
GS	0660	PHARMACIST	11	2	0	4	0
GS	0660	PHARMACIST		11	2	12	3
GS	0661	PHARM TECH	02	2	2	1	1
GS	0661	PHARM TECH	03	3	3	0	0
GS	0661	PHARM TECH	04	2	1	1	0
GS	0661	PHARM TECH	05	1	0	3	2
GS	0661	PHARM TECH		8	6	5	3
GS	0669	MED REC LIB	05	1	1	0	0
GS	0669	MED REC LIB	07	0	0	2	2
GS	0669	MED REC LIB	09	3	1	0	0
GS	0669	MED REC LIB		4	2	2	2
GS	0670	HEALTH ADMIN	11	1	1	0	0
GS	0670	HEALTH ADMIN	12	1	1	3	3
GS	0670	HEALTH ADMIN		2	2	3	3
GS	0671	HLTH SYSTEM SPEC	09	2	2	0	0
GS	0671	HLTH SYSTEM SPEC	11	3	2	1	0
GS	0671	HLTH SYSTEM SPEC	12	1	1	3	3
GS	0671	HLTH SYSTEM SPEC	13	0	0	1	1
GS	0671	HLTH SYSTEM SPEC		6	5	5	4
GS	0673	HOSP HSEKEEPNG MGMT	03	1	1	0	0
GS	0673	HOSP HSEKEEPNG MGMT		1	1	0	0
GS	0675	MED REC TECH	02	0	0	1	1
GS	0675	MED REC TECH	03	47	47	46	46
GS	0675	MED REC TECH	04	16	15	15	14
GS	0675	MED REC TECH	05	5	5	8	7
GS	0675	MED REC TECH	06	0	0	3	3
GS	0675	MED REC TECH		68	67	73	71
GS	0679	MEDICAL CLERK	01	4	4	1	1
GS	0679	MEDICAL CLERK	02	13	13	10	10
GS	0679	MEDICAL CLERK	03	76	75	41	39
GS	0679	MEDICAL CLERK	04	22	22	45	43

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PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0679	MEDICAL CLERK	05	1	1	3	2
GS	0679	MEDICAL CLERK		116	115	100	95
GS	0680	DENTAL OFFICER	11	1	0	0	0
GS	0680	DENTAL OFFICER		1	0	0	0
GS	0681	DENT ASST	02	13	12	8	7
GS	0681	DENT ASST	03	19	19	12	11
GS	0681	DENT ASST	04	14	13	15	12
GS	0681	DENT ASST	05	12	11	19	16
GS	0681	DENT ASST	06	0	0	1	1
GS	0681	DENT ASST	07	0	0	1	1
GS	0681	DENT ASST		58	55	56	48
GS	0682	DENTAL HYGIENE	05	0	0	1	1
GS	0682	DENTAL HYGIENE		0	0	1	1
GS	0683	DENT LAB AID/TECH	05	1	1	0	0
GS	0683	DENT LAB AID/TECH	09	1	0	0	0
GS	0683	DENT LAB AID/TECH		2	1	0	0
GS	0685	PUB HLTH PROG SPEC	12	3	1	1	0
GS	0685	PUB HLTH PROG SPEC	13	0	0	1	0
GS	0685	PUB HLTH PROG SPEC		3	1	2	0
GS	0688	SANITARIAN	05	0	0	1	0
GS	0688	SANITARIAN	09	1	0	0	0
GS	0688	SANITARIAN	11	1	1	3	2
GS	0688	SANITARIAN		2	1	4	2
GS	0698	ENV HLTH TECH	04	2	2	2	2
GS	0698	ENV HLTH TECH	05	1	1	0	0
GS	0698	ENV HLTH TECH	06	1	1	0	0
GS	0698	ENV HLTH TECH	07	0	0	2	2
GS	0698	ENV HLTH TECH		4	4	4	4
GS	0699	HLTH AID/TECH	02	2	2	2	2
GS	0699	HLTH AID/TECH	03	86	11	87	9
GS	0699	HLTH AID/TECH	04	10	9	6	6
GS	0699	HLTH AID/TECH	05	15	7	15	4
GS	0699	HLTH AID/TECH	06	1	0	5	5
GS	0699	HLTH AID/TECH	07	3	3	2	2
GS	0699	HLTH AID/TECH	08	0	0	1	1
GS	0699	HLTH AID/TECH		117	32	118	29
GS	0801	GEN ENG	12	0	0	1	0
GS	0801	GEN ENG		0	0	1	0
GS	0802	ENG TECH	01	1	1	0	0
GS	0802	ENG TECH	03	8	8	1	1
GS	0802	ENG TECH	04	4	4	2	2
GS	0802	ENG TECH	05	3	3	3	2
GS	0802	ENG TECH	06	1	1	2	2
GS	0802	ENG TECH	07	7	2	4	2
GS	0802	ENG TECH	09	1	1	3	1
GS	0802	ENG TECH	11	6	0	3	1
GS	0802	ENG TECH		31	20	18	11

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TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	0808	ARCHITECTURE	12	0	0	1	0
GS	0808	ARCHITECTURE	13	0	0	1	0
GS	0808	ARCHITECTURE		0	0	2	0
GS	0809	CONSTRUCTION	03	1	1	1	1
GS	0809	CONSTRUCTION	04	2	2	3	3
GS	0809	CONSTRUCTION	05	0	0	2	2
GS	0809	CONSTRUCTION	06	0	0	1	1
GS	0809	CONSTRUCTION	07	1	1	2	2
GS	0809	CONSTRUCTION	08	1	1	2	2
GS	0809	CONSTRUCTION	11	1	1	2	2
GS	0809	CONSTRUCTION		6	6	13	13
GS	0810	CIVIL ENG	12	1	0	1	0
GS	0810	CIVIL ENG		1	0	1	0
GS	0818	ENGINEERING DRAFT	04	2	2	2	1
GS	0818	ENGINEERING DRAFT	05	1	0	1	0
GS	0818	ENGINEERING DRAFT	06	1	1	0	0
GS	0818	ENGINEERING DRAFT	07	1	0	1	0
GS	0818	ENGINEERING DRAFT		5	3	4	1
GS	0819	ENVIRONMENTAL ENG	07	2	2	0	0
GS	0819	ENVIRONMENTAL ENG	09	0	0	2	1
GS	0819	ENVIRONMENTAL ENG	12	1	0	0	0
GS	0819	ENVIRONMENTAL ENG		3	2	2	1
GS	0830	MECHANICAL ENG	13	0	0	1	1
GS	0830	MECHANICAL ENG		0	0	1	1
GS	0998	CLAIMS CLER	02	5	3	1	1
GS	0998	CLAIMS CLER	03	12	12	8	8
GS	0998	CLAIMS CLER	04	3	3	4	4
GS	0998	CLAIMS CLER	05	1	1	5	5
GS	0998	CLAIMS CLER		21	19	18	18
GS	1046	CLERK-TRANSLATOR	04	1	1	1	1
GS	1046	CLERK-TRANSLATOR		1	1	1	1
GS	1101	GEN BUS/INDUS	09	1	1	2	2
GS	1101	GEN BUS/INDUS		1	1	2	2
GS	1102	CONTRACT/PROCUREMENT	05	1	1	0	0
GS	1102	CONTRACT/PROCUREMENT	07	0	0	1	1
GS	1102	CONTRACT/PROCUREMENT	09	6	5	3	3
GS	1102	CONTRACT/PROCUREMENT	11	2	2	3	3
GS	1102	CONTRACT/PROCUREMENT	12	1	1	2	0
GS	1102	CONTRACT/PROCUREMENT		10	9	9	7
GS	1103	INDUST PROP MGMT	09	1	1	0	0
GS	1103	INDUST PROP MGMT		1	1	0	0
GS	1105	PURCHASING	04	2	2	2	2
GS	1105	PURCHASING	05	2	2	0	0
GS	1105	PURCHASING	06	2	2	2	2
GS	1105	PURCHASING	07	1	1	1	1
GS	1105	PURCHASING		7	7	5	5
GS	1106	PROCUREMENT/CLR/ASST	04	1	1	0	0

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TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
GS	1106	PROCUREMENT/CLR/ASST	05	1	1	0	0
GS	1106	PROCUREMENT/CLR/ASST	06	1	1	0	0
GS	1106	PROCUREMENT/CLR/ASST		3	3	0	0
GS	1410	LIBRARIAN	11	1	0	0	0
GS	1410	LIBRARIAN		1	0	0	0
GS	1411	LIBRARY TECH	04	1	1	0	0
GS	1411	LIBRARY TECH		1	1	0	0
GS	1530	STATISTICIAN	12	1	0	0	0
GS	1530	STATISTICIAN		1	0	0	0
GS	1531	STAT ASSISTANT	07	0	0	1	0
GS	1531	STAT ASSISTANT		0	0	1	0
GS	1701	GEN ED/TRAINING	11	0	0	1	0
GS	1701	GEN ED/TRAINING		0	0	1	1
GS	1702	ED/TRAINING TECH	04	0	0	1	1
GS	1702	ED/TRAINING TECH	07	0	0	1	1
GS	1702	ED/TRAINING TECH		0	0	2	2
GS	1710	ED/VOCATIONAL TRNG	11	0	0	1	1
GS	1710	ED/VOCATIONAL TRNG		0	0	1	1
GS	1712	TRAINING INSTR	11	0	0	1	1
GS	1712	TRAINING INSTR		0	0	1	1
GS	1725	PUB HEALTH EDUCA	09	2	1	1	0
GS	1725	PUB HEALTH EDUCA	11	2	2	2	1
GS	1725	PUB HEALTH EDUCA		4	3	3	1
GS	2001	GENERAL SUPPLY	07	1	1	1	1
GS	2001	GENERAL SUPPLY	09	0	0	1	1
GS	2001	GENERAL SUPPLY		1	1	2	2
GS	2005	SUPPLY CLER/TECH	02	2	2	2	2
GS	2005	SUPPLY CLER/TECH	03	4	4	3	3
GS	2005	SUPPLY CLER/TECH	04	3	3	7	7
GS	2005	SUPPLY CLER/TECH	05	3	3	1	1
GS	2005	SUPPLY CLER/TECH	06	2	2	1	1
GS	2005	SUPPLY CLER/TECH	07	1	1	5	5
GS	2005	SUPPLY CLER/TECH		15	15	19	19
GS	2010	INVENTORY MGMT	07	1	1	0	0
GS	2010	INVENTORY MGMT	09	0	0	1	1
GS	2010	INVENTORY MGMT		1	1	1	1
GS	2030	DIST FAC/STOR MGMT	05	1	1	0	0
GS	2030	DIST FAC/STOR MGMT		1	1	0	0
GS				1944	1181	1860	1085
WB	3502	LABORER		13	12	17	16
WB	3502	LABORER		13	12	17	16
WB	4206	PLUMBING		0	0	1	1
WB	4206	PLUMBING		0	0	1	1
WB	4607	CARPENTRY		1	1	1	0
WB	4607	CARPENTRY		1	1	1	0
WB	4701	GEN MAIN/OPERATIONS		2	0	2	0

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TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
WB	4701	GEN MAIN/OPERATIONS		2	0	2	0
WB	4749	MAINTENANCE MECHANIC		4	2	0	0
WB	4749	MAINTENANCE MECHANIC		4	2	0	0
WB	5705	TRACTOR OPER		3	2	2	2
WB	5705	TRACTOR OPER		3	2	2	2
WB	5716	ENG EQPMT OPER		3	3	3	3
WB	5716	ENG EQPMT OPER		3	3	3	3
WB	5718	GRADING EQPT OPER		0	0	2	1
WB	5718	GRADING EQPT OPER		0	0	2	1
WB	5729	DRILL RIG OPER		1	1	1	0
WB	5729	DRILL RIG OPER		1	1	1	0
WB	5803	HVY MOBILE EQPMT		1	0	0	0
WB	5803	HVY MOBILE EQPMT		1	0	0	0
WB				28	21	29	23
WG	2805	ELECTRICIAN	10	4	1	4	1
WG	2805	ELECTRICIAN		4	1	4	1
WG	3105	FABRIC WORKER	03	0	0	1	1
WG	3105	FABRIC WORKER	04	1	1	1	1
WG	3105	FABRIC WORKER		1	1	2	2
WG	3502	LABORER	01	3	3	3	3
WG	3502	LABORER	02	18	18	11	11
WG	3502	LABORER	03	5	5	2	2
WG	3502	LABORER		26	26	16	16
WG	3566	JANITOR	01	6	5	5	3
WG	3566	JANITOR	02	83	83	73	72
WG	3566	JANITOR	03	14	14	14	14
WG	3566	JANITOR		103	102	92	89
WG	4102	PAINTING	07	2	2	3	3
WG	4102	PAINTING	09	1	1	2	2
WG	4102	PAINTING		3	3	5	5
WG	4204	PIPEFITTING F	10	1	1	2	2
WG	4204	PIPEFITTING F		1	1	2	2
WG	4206	PLUMBING	09	2	1	2	2
WG	4206	PLUMBING		2	1	2	2
WG	4417	PRESS OPER(OFFSET)	07	0	0	1	1
WG	4417	PRESS OPER(OFFSET)		0	0	1	1
WG	4607	CARPENTRY	05	0	0	3	3
WG	4607	CARPENTRY	09	2	1	2	1
WG	4607	CARPENTRY		2	1	5	4
WG	4701	GEN MAIN/OPERATIONS	11	0	0	1	0
WG	4701	GEN MAIN/OPERATIONS		0	0	1	0
WG	4742	UTIL SYS REPAIR OPER	08	1	1	0	0
WG	4742	UTIL SYS REPAIR OPER		1	1	0	0
WG	4749	MAINTENANCE MECHANIC	05	10	9	6	6
WG	4749	MAINTENANCE MECHANIC	07	4	4	3	3
WG	4749	MAINTENANCE MECHANIC	08	4	4	3	2

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
WG	4749	MAINTENANCE MECHANIC	09	2	2	2	2
WG	4749	MAINTENANCE MECHANIC	10	5	4	8	5
WG	4749	MAINTENANCE MECHANIC		25	23	22	18
WG	4805	MED EQPMT REPAIRER	08	0	0	1	1
WG	4805	MED EQPMT REPAIRER		0	0	1	1
WG	5003	GARDENER	04	1	1	2	2
WG	5003	GARDENER		1	1	2	2
WG	5306	AIR COND EQPMT MECH	10	1	1	1	1
WG	5306	AIR COND EQPMT MECH		1	1	1	1
WG	5402	BOILER PLANT OPER	09	1	1	1	1
WG	5402	BOILER PLANT OPER	10	1	1	1	1
WG	5402	BOILER PLANT OPER		2	2	2	2
WG	5406	UTIL SYST OPER	05	2	2	1	1
WG	5406	UTIL SYST OPER	06	0	0	2	2
WG	5406	UTIL SYST OPER	07	0	0	4	3
WG	5406	UTIL SYST OPER	08	0	0	1	1
WG	5406	UTIL SYST OPER		2	2	8	7
WG	5703	MOTOR VEHICLE OPER	05	15	15	27	27
WG	5703	MOTOR VEHICLE OPER		15	15	27	27
WG	5705	TRACTOR OPER	05	2	2	1	1
WG	5705	TRACTOR OPER		2	2	1	1
WG	6907	WAREHOUSEMAN	04	4	4	2	2
WG	6907	WAREHOUSEMAN	05	4	4	6	6
WG	6907	WAREHOUSEMAN	08	0	0	1	0
WG	6907	WAREHOUSEMAN		8	8	9	8
WG	7304	LAUNDRY WORKER	02	0	0	1	1
WG	7304	LAUNDRY WORKER		0	0	1	1
WG	7305	LAUNDRY MACH OPER	03	0	0	1	1
WG	7305	LAUNDRY MACH OPER	05	0	0	1	1
WG	7305	LAUNDRY MACH OPER		0	0	2	2
WG	7306	PRESSER	03	0	0	2	2
WG	7306	PRESSER		0	0	2	2
WG	7404	COOK	05	10	10	8	8
WG	7404	COOK	08	1	1	10	9
WG	7404	COOK		11	11	18	17
WG	7408	FOOD SERVICE	01	5	5	0	0
WG	7408	FOOD SERVICE	02	15	15	20	20
WG	7408	FOOD SERVICE	03	17	16	17	16
WG	7408	FOOD SERVICE	04	3	3	4	4
WG	7408	FOOD SERVICE	05	1	1	0	0
WG	7408	FOOD SERVICE	08	0	0	1	0
WG	7408	FOOD SERVICE		41	40	42	40
WG				251	242	268	251
WL	3502	LABORER	02	0	0	1	1
WL	3502	LABORER		0	0	1	1
WL	3566	JANITOR	02	1	1	2	2

RUN DATE: 02/0_/87
EFFECTIVE DATE: 0[illegible]
PREPARED BY: PH

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
WL	3566	JANITOR		1	1	2	2
WL	7404	COOK	08	0	0	1	0
WL	7404	COOK		0	0	1	0
WL				1	1	4	3
WS	4749	MAINTENANCE MECHANIC	06	0	0	1	0
WS	4749	MAINTENANCE MECHANIC	09	0	0	1	0
WS	4749	MAINTENANCE MECHANIC	10	1	1	1	1
WS	4749	MAINTENANCE MECHANIC		1	1	3	1
WS	5703	MOTOR VEHICLE OPER	03	0	0	1	1
WS	5703	MOTOR VEHICLE OPER	04	1	1	1	1
WS	5703	MOTOR VEHICLE OPER		1	1	2	2
WS	7404	COOK	05	0	0	1	1
WS	7404	COOK	06	0	0	2	2
WS	7404	COOK	07	0	0	6	6
WS	7404	COOK	08	0	0	1	1
WS	7404	COOK		0	0	10	10
WS				2	2	15	13
YV	3506	STUDENT AID		1	1	1	1
YV	3506	STUDENT AID		1	1	1	1
YV				1	1	1	1

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRE IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOT. AMIN/ALNA LOSSES - FY 86
				2272	1483	2339	1512

EFFECTIVE DATE: 09/30/86

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRED IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOTAL AMIN/ALNA LOSSES - FY 86
CC	0180	PSYCHOLOGY	04	1	0	0	0
CC	0180	PSYCHOLOGY		1	0	0	0
CC	0185	SOCIAL WORK	04	1	1	0	0
CC	0185	SOCIAL WORK	05	1	0	0	0
CC	0185	SOCIAL WORK		2	1	0	0
CC	0334	COMPUTER SPECIALIST	06	1	0	0	0
CC	0334	COMPUTER SPECIALIST		1	0	0	0
CC	0340	PROGRAM MANAGEMENT	05	3	2	1	0
CC	0340	PROGRAM MANAGEMENT	06	1	0	2	0
CC	0340	PROGRAM MANAGEMENT		4	2	3	0
CC	0341	ADMINISTRATIVE OFFICER	03	0	0	0	0
CC	0341	ADMINISTRATIVE OFFICER		0	0	1	1
CC	0505	FIN MANAGEMENT	06	0	0	1	0
CC	0505	FIN MANGAGEMENT		0	0	1	0
CC	0602	MEDICAL OFF	01	3	0	0	0
CC	0602	MEDICAL OFF	03	90	3	43	1
CC	0602	MEDICAL OFF	04	57	3	52	0
CC	0602	MEDICAL OFF	05	20	1	10	1
CC	0602	MEDICAL OFF	06	8	1	10	0
CC	0602	MEDICAL OFF		178	8	115	2
CC	0605	NURSE ANESTHE	03	1	0	0	0
CC	0605	NURSE ANESTHE	05	1	0	1	0
CC	0605	NURSE ANESTHE		2	0	1	0

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 1986

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRED IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOTAL AMIN/ALNA LOSSES - FY 86
CC	0610	NURSE	01	5	3	1	0
CC	0610	NURSE	02	68	14	21	3
CC	0610	NURSE	03	56	9	16	1
CC	0610	NURSE	04	27	3	7	2
CC	0610	NURSE	05	6	0	1	0
CC	0610	NURSE	06	1	0	4	0
CC	0610	NURSE		163	28	50	6
CC	0630	DIETITION	02	2	0	0	0
CC	0630	DIETITIAN	03	5	1	0	0
CC	0630	DIETITIAN	04	1	0	3	0
CC	0630	DIETITIAN	05	3	0	2	0
CC	0630	DIETITIAN	06	1	0	1	0
CC	0630	DIETITIAN		12	1	6	0
CC	0633	PHYSICAL THER	02	2	1	0	0
CC	0633	PHYSICAL THER	03	1	0	1	0
CC	0633	PHYSICAL THER	04	2	0	0	0
CC	0633	PHYSICAL THER	05	2	0	0	0
CC	0633	PHYSICAL THER		7	1	1	0
CC	0644	MEDICAL TECHNOL	04	0	0	0	0
CC	0644	MEDICAL TECHNOL		0	0	0	0
CC	0660	PHARMACIST	02	12	1	3	0
CC	0660	PHARMACIST	03	12	3	2	1
CC	0660	PHARMACIST	04	23	4	5	0
CC	0660	PHARMACIST	05	6	0	4	0
CC	0660	PHARMACIST	06	2	0	1	0
CC	0660	PHARMACIST		55	8	15	1

EFFECTIVE DATE: 09/30/86

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRED IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOTAL AMIN/ALNA LOSSES - FY 86
CC	0662	OPTOMETRIST	02	1	1	0	0
CC	0662	OPTOMETRIST	03	4	0	0	0
CC	0662	OPTOMETRIST	04	3	0	2	0
CC	0662	OPTOMETRIST	06	0	0	1	0
CC	0662	OPTOMETRIST		8	0	3	0
CC	0669	MED REC LIB	02	1	1	0	0
CC	0669	MED REC LIB	03	1	0	0	0
CC	0669	MED REC LIB		2	0	0	0
CC	0670	HOSP ADMIN	04	1	1	0	0
CC	0670	HOSP ADMIN	05	1	0	0	0
CC	0670	HOSP ADMIN	06	1	0	1	0
CC	0670	HOSP ADMIN		3	1	1	0
CC	0671	HLTH SYSTEM SPEC	05	1	0	0	0
CC	0671	HLTH SYSTEM SPEC		1	0	0	0
CC	0680	DENTAL OFFICER	03	42	1	13	1
CC	0680	DENTAL OFFICER	04	29	0	8	0
CC	0680	DENTAL OFFICER	05	13	0	2	0
CC	0680	DENTAL OFFICER	06	7	0	4	0
CC	0680	DENTAL OFFICER		91	1	27	1
CC	0685	PUB HLTH PROG SPEC	04	1	1	0	0
CC	0685	PUB HLTH PROG SPEC		1	1	0	0
CC	0688	SANITARIAN	03	3	0	0	0
CC	0688	SANITARIAN	04	8	0	0	0
CC	0688	SANITARIAN	05	1	0	0	0
CC	0688	SANITARIAN	06	2	0	0	0
CC	0688	SANITARIAN	07	0	0	1	0

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES
DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRED IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOTAL AMIN/ALNA LOSSES - FY 86
CC	0688	SANITARIAN		19	0	3	0
CC	0690	INDUSTRIAL HYGIENE	02	0	0	1	0
CC	0690	INDUSTRIAL HYGIENE		0	0	1	0
CC	0696	CONSUMER SAFETY	05	0	0	2	0
CC	0696	CONSUMER SAFETY		0	0	2	0
CC	0801	GENERAL ENGINEERING	02	1	0	0	0
CC	0801	GENERAL ENGINEERING	03	1	0	0	0
CC	0801	GENERAL ENGINEERING	04	1	0	0	0
CC	0801	GENERAL ENGINEERING	05	0	0	1	0
CC	0801	GENERAL ENGINEERING	06	2	0	0	0
CC	0801	GENERAL ENGINEERING		5	0	1	0
CC	0803	SAFETY ENG	02	1	0	0	0
CC	0803	SAFETY ENG		1	0	0	0
CC	0810	CIVIL ENG	02	2	0	1	0
CC	0810	CIVIL ENG	05	1	0	0	0
CC	0810	CIVIL ENG	06	1	0	0	0
CC	0810	CIVIL ENG		4	0	1	0
CC	0819	SANITARY ENG	02	16	3	1	0
CC	0819	SANITARY ENG	03	9	0	1	0
CC	0819	SANITARY ENG	04	6	0	1	0
CC	0819	SANITARY ENG	05	3	0	2	0
CC	0819	SANITARY ENG	06	3	1	1	0
CC	0819	SANITARY ENG		37	4	6	0
CC	0830	MECHANICAL ENGINEERING	02	0	0	1	0
CC	0830	MECHANICAL ENGINEERING		0	0	1	0

EFFECTIVE DATE: 09/30/86

TABLE X INDIAN AND NON-INDIAN HIRES AND LOSSES DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL HIRED IN IHS - FY 86	AMIN/ALNA HIRED IN IHS - FY 86	TOTAL IHS LOSSES - FY 86	TOTAL AMIN/ALNA LOSSES - FY 86
CC	1725	PUBLIC HEALTH EDUCATOR	04	2	0	0	0
CC	1725	PUBLIC HEALTH EDUCATOR	06	0	0	2	0
CC	1725	PUBLIC HEALTH EDUCATOR		2	0	2	0
CC	1960	QUALITY ASSURANCE	04	1	0	0	0
CC	1960	QUALITY ASSURANCE		1	0	0	0
	TOTAL CC			600	57	241	6
	GRAND TOTAL ALL PAY PLANS			2,872	1,540	2,580	1,518

TAB C

TABLE XI PROFESSIONAL COORDINATORS IN THE INDIAN HEALTH SERVICE DURING FY 86

CATEGORY	COORDINATOR
Pharmacy	Mr. Richard Church Indian Health Service Room 5A-03 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-1830 (Comm) 8/443-1830 (FTS)
Physician's Assistant/Associate	Dr. Leland Fairbanks Phoenix Area IHS 4212 North 16th Street Phoenix, Arizona 85016-5981 Phone: 602/241-2517 (Comm) 8/261-2517 (FTS)
Nursing	Ms. Sylvia Rhodes Indian Health Service Room 5A-09 Parklawn Bldg. Rockville, Maryland 20857 Phone: 301/443-1840 (Comm) 8/443-1840 (FTS)
Dietetics/Nutrition	Ms. Mabel F. Jackson Indian Health Service Room 5A-10 Parklawn Bldg. 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-1114 (Comm) 8/443-1114 (FTS)
Dentistry	Dr. Gary Gritzbaugh Indian Health Service Dental Branch - Box 8978 300 San Mateo N.E. Albuquerque, New Mexico 87198 Phone: 505/766-6500 (Comm) 8/474-6500 (FTS)

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TABLE XI PROFESSIONAL COORDINATORS IN THE INDIAN HEALTH SERVICE DURING FY 86

CATEGORY	COORDINATOR
Health Education	Mr. Marland Koomsa Indian Health Service Room 5A-07 Parklawn Bldg. 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-1870 (Comm) 8/443-1870 (FTS)
Social Services	Mr. George Buzzard Indian Health Service Room 5A-39 Parklawn Bldg. 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-1882 (Comm) 8/443-1882 (FTS)
Health Care Administration	Mr. Bob Thurmon Indian Health Service Room 5A-39 Parklawn Bldg. 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-1840 (Comm) 8/443-1840 (FTS)
Health and Medical Records	Mr. Jesse Glidewell Indian Health Service Room 5A-10 Parklawn Bldg. 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-1114 (Comm) 8/443-1114 (FTS)
Mental Health	Dr. William Hunter Indian Health Service Pueblo Cultural Center 2401 12th St. N.W. Albuquerque, New Mexico 87102 Phone: 505/766-2873 (Comm) 8/474-2873 (FTS)

TABLE XI PROFESSIONAL COORDINATORS IN THE INDIAN HEALTH SERVICE DURING FY 86

CATEGORY	COORDINATOR
Radiologic Technology	Dr. Jackson Saxon Indian Health Service Division of Health Systems Development 7900 J. J. Stock Road Tucson, Arizona 85746-9352 Phone: 602/629-6911 (Comm) 8/762-6858 (FTS)
Audiology/Speech Pathology	Mr. Charles Lewis Post Office Box 2143 Billings, Montana 59103 Phone: 406/657-6165 (Comm) 8/585-6165 (FTS)
Optometry	Dr. James Hamilton, O.D. Aberdeen Area IHS Federal Building 115 4the Avenue S.E. Aberdeen, South Dakota 57401 Phone: 605/225-0250 (Comm) 8/782-7456 (FTS)
Engineering - Civil/Sanitary	Mr. Gary Hartz Indian Health Service Room 6A-46 Parklawn Bldg. Rockville, Maryland 20857 Phone: 301/443-1046 (Comm) 8/443-1046 (FTS)
Chemistry, Medical Technology, Biology, Microbiology	Mr. Lou Fairfield Indian Health Service Room 6-34 Parklawn Building 5600 Fishers Lane Rockville, Maryland 20857 Phone: 301/443-4243 (Comm) 8/443-4243 (FTS)
Emergency Medical Services	Mr. Gordon Jensen Phoenix Area IHS 3738 N. 16th Street, Suite A Phoenix, Arizona 85016-5981 Phone: 602/241-2061 (Comm) 8/261-2061 (FTS)

TABLE XI PROFESSIONAL COORDINATORS IN THE INDIAN HEALTH SERVICE DURING FY 86

CATEGORY	COORDINATOR
Alcoholism/Drug Abuse	Mr. Richard Zephier Office of Alcoholism Programs Indian Health Service Pueblo Cultural Center 2401 12th St. N.W. Albuquerque, New Mexico 87102 Phone: 505/766-6590 (Comm) 8/474-6590 (FTS)
Physical Therapy	Mr. Robert Baus P.O. Box 7-741 Anchorage Native Medical Center Anchorage, Alaska 99510 Phone: 8/907/265-3252 (Comm/FTS)
Occupational Therapy	Mr. Albert Esparsen 1700 Cerrillos Road PHS Sante Fe Indian Hospital Sante Fe, New Mexico 87501 Phone: 505/988-9821 (Comm) 8/476-7200 (FTS)

TAB D

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
CC	0110	ECONOMIST	05	0	1	1
CC	0110	ECONOMIST		0	1	1
CC	0180	PSYCHOLOGY	05	0	1	1
CC	0180	PSYCHOLOGY	04	0	2	2
CC	0180	PSYCHOLOGY	03	0	1	1
CC	0180	PSYCHOLOGY		0	4	4
CC	0181	PSY AID/TECH	04	0	1	1
CC	0181	PSY AID/TECH		0	1	1
CC	0185	SOCIAL WORK	06	0	5	5
CC	0185	SOCIAL WORK	05	0	6	6
CC	0185	SOCIAL WORK	04	3	1	4
CC	0185	SOCIAL WORK		3	12	15
CC	0205	MIL PERS MGMT	06	0	4	4
CC	0205	MIL PERS MGMT	05	0	1	1
CC	0205	MIL PERS MGMT		0	5	5
CC	0334	COMP SPEC	06	0	1	1
CC	0334	COMP SPEC	05	0	1	1
CC	0334	COMP SPEC	04	1	2	3
CC	0334	COMP SPEC	03	0	1	1
CC	0334	COMP SPEC		1	5	6
CC	0340	PROG MGMT	06	0	5	5
CC	0340	PROG MGMT	05	2	3	5
CC	0340	PROG MGMT	04	2	1	3
CC	0340	PROG MGMT		4	9	13
CC	0341	ADMIN OFF	05	0	1	1
CC	0341	ADMIN OFF	04	1	0	1
CC	0341	ADMIN OFF		1	1	2
CC	0343	MGMT ANALYSIS	06	0	1	1
CC	0343	MGMT ANALYSIS		0	1	1
CC	0345	PROG ANALYSIS	06	0	2	2
CC	0345	PROG ANALYSIS	05	0	1	1
CC	0345	PROG ANALYSIS	04	1	0	1
CC	0345	PROG ANALYSIS		1	3	4
CC	0504	BUDGET/ACCT	05	1	1	2
CC	0504	BUDGET/ACCT		1	1	2
CC	0505	FIN MGMT	03	1	0	1
CC	0505	FIN MGMT		1	0	1
CC	0510	ACCOUNTING	04	0	1	1
CC	0510	ACCOUNTING		0	1	1
CC	0601	GEN HLTH SCI	07	1	0	1
CC	0601	GEN HLTH SCI	03	0	1	1
CC	0601	GEN HLTH SCI		1	1	2
CC	0602	MEDICAL OFF	08	1	0	1
CC	0602	MEDICAL OFF	06	2	80	82
CC	0602	MEDICAL OFF	05	4	102	106
CC	0602	MEDICAL OFF	04	7	203	210
CC	0602	MEDICAL OFF	03	6	163	169

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
CC	0602	MEDICAL OFF	01	0	7	7
CC	0602	MEDICAL OFF		20	555	575
CC	0605	NURSE ANESTHE.	06	0	5	5
CC	0605	NURSE ANESTHE.	05	0	4	4
CC	0605	NURSE ANESTHE.	04	0	3	3
CC	0605	NURSE ANESTHE.	03	0	2	2
CC	0605	NURSE ANESTHE.		0	14	14
CC	0610	NURSE	06	2	25	27
CC	0610	NURSE	05	4	27	31
CC	0610	NURSE	04	8	82	90
CC	0610	NURSE	03	19	116	135
CC	0610	NURSE	02	22	105	127
CC	0610	NURSE	01	7	7	14
CC	0610	NURSE		62	362	424
CC	0615	PUB HLTH NURSE	06	0	1	1
CC	0615	PUB HLTH NURSE	05	0	2	2
CC	0615	PUB HLTH NURSE	04	2	2	4
CC	0615	PUB HLTH NURSE		2	5	7
CC	0630	DIETITIAN	06	0	2	2
CC	0630	DIETITIAN	05	1	6	7
CC	0630	DIETITIAN	04	0	6	6
CC	0630	DIETITIAN	03	2	7	9
CC	0630	DIETITIAN	02	0	3	3
CC	0630	DIETITIAN		3	24	27
CC	0631	OCCUP THER	06	0	1	1
CC	0631	OCCUP THER	05	0	1	1
CC	0631	OCCUP THER		0	2	2
CC	0633	PHYSICAL THER	06	0	6	6
CC	0633	PHYSICAL THER	05	0	12	12
CC	0633	PHYSICAL THER	04	0	4	4
CC	0633	PHYSICAL THER	03	0	1	1
CC	0633	PHYSICAL THER	02	2	0	2
CC	0633	PHYSICAL THER		2	23	25
CC	0644	MED TECHNOL	05	0	2	2
CC	0644	MED TECHNOL	04	0	2	2
CC	0644	MED TECHNOL		0	4	4
CC	0660	PHARMACIST	06	3	24	27
CC	0660	PHARMACIST	05	3	108	111
CC	0660	PHARMACIST	04	6	98	104
CC	0660	PHARMACIST	03	10	30	40
CC	0660	PHARMACIST	02	3	20	23
CC	0660	PHARMACIST		25	280	305
CC	0662	OPTOMETRIST	06	0	6	6
CC	0662	OPTOMETRIST	05	0	12	12
CC	0662	OPTOMETRIST	04	1	13	14
CC	0662	OPTOMETRIST	03	0	10	10
CC	0662	OPTOMETRIST	02	1	0	1

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
CC	0662	OPTOMETRIST		2	41	43
CC	0665	SPEECH PATH/AUD TECH	04	0	1	1
CC	0665	SPEECH PATH/AUD TECH	03	1	1	2
CC	0665	SPEECH PATH/AUD TECH		1	2	3
CC	0668	PODIATRIST	04	0	1	1
CC	0668	PODIATRIST		0	1	1
CC	0669	MED REC LIB	05	0	1	1
CC	0669	MED REC LIB	04	2	3	5
CC	0669	MED REC LIB	03	0	3	3
CC	0669	MED REC LIB	02	0	2	2
CC	0669	MED REC LIB		2	9	11
CC	0670	HEALTH ADMIN	06	1	8	9
CC	0670	HEALTH ADMIN	05	1	5	6
CC	0670	HEALTH ADMIN	04	3	0	3
CC	0670	HEALTH ADMIN		5	13	18
CC	0671	HLTH SYSTEM SPEC	05	1	1	2
CC	0671	HLTH SYSTEM SPEC	04	1	0	1
CC	0671	HLTH SYSTEM SPEC	03	2	0	2
CC	0671	HLTH SYSTEM SPEC		4	1	5
CC	0680	DENTAL OFFICER	08	0	1	1
CC	0680	DENTAL OFFICER	06	0	38	38
CC	0680	DENTAL OFFICER	05	0	73	73
CC	0680	DENTAL OFFICER	04	1	83	84
CC	0680	DENTAL OFFICER	03	6	79	85
CC	0680	DENTAL OFFICER		7	274	281
CC	0682	DENTAL HYGIENE	04	0	1	1
CC	0682	DENTAL HYGIENE		0	1	1
CC	0685	PUB HLTH PROG SPEC	06	0	3	3
CC	0685	PUB HLTH PROG SPEC	05	0	2	2
CC	0685	PUB HLTH PROG SPEC	04	1	1	2
CC	0685	PUB HLTH PROG SPEC		1	6	7
CC	0688	SANITARIAN	06	1	22	23
CC	0688	SANITARIAN	05	3	24	27
CC	0688	SANITARIAN	04	7	29	36
CC	0688	SANITARIAN	03	3	15	18
CC	0688	SANITARIAN	02	0	17	17
CC	0688	SANITARIAN		14	107	121
CC	0801	GEN ENG	06	0	3	3
CC	0801	GEN ENG	05	0	1	1
CC	0801	GEN ENG	03	0	1	1
CC	0801	GEN ENG	02	0	1	1
CC	0801	GEN ENG		0	6	6
CC	0810	CIVIL ENG	06	0	3	3
CC	0810	CIVIL ENG	05	0	12	12
CC	0810	CIVIL ENG	04	0	2	2
CC	0810	CIVIL ENG	02	0	2	2
CC	0810	CIVIL ENG		0	19	19

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
CC	0819	ENVIRONMENTAL ENG	06	1	18	19
CC	0819	ENVIRONMENTAL ENG	05	2	50	52
CC	0819	ENVIRONMENTAL ENG	04	1	49	50
CC	0819	ENVIRONMENTAL ENG	03	1	37	38
CC	0819	ENVIRONMENTAL ENG	02	4	34	38
CC	0819	ENVIRONMENTAL ENG		9	188	197
CC	0830	MECHANICAL ENG	05	0	1	1
CC	0830	MECHANICAL ENG	04	0	1	1
CC	0830	MECHANICAL ENG	03	0	1	1
CC	0830	MECHANICAL ENG		0	3	3
CC	0858	BIOMEDICAL ENGINEERI	05	0	1	1
CC	0858	BIOMEDICAL ENGINEERI	04	1	1	2
CC	0858	BIOMEDICAL ENGINEERI	03	0	1	1
CC	0858	BIOMEDICAL ENGINEERI		1	3	4
CC	1102	CONTRACT/PROCUREMENT	06	1	2	3
CC	1102	CONTRACT/PROCUREMENT	05	0	1	1
CC	1102	CONTRACT/PROCUREMENT		1	3	4
CC	1301	GEN PHYSICAL SCIENCE	06	0	1	1
CC	1301	GEN PHYSICAL SCIENCE		0	1	1
CC	1530	STATISTICIAN	05	1	1	2
CC	1530	STATISTICIAN	03	0	1	1
CC	1530	STATISTICIAN		1	2	3
CC	1712	TRAINING INSTR	03	0	1	1
CC	1712	TRAINING INSTR		0	1	1
CC	1725	PUB HEALTH EDUCA	05	0	2	2
CC	1725	PUB HEALTH EDUCA	04	0	6	6
CC	1725	PUB HEALTH EDUCA	02	1	1	2
CC	1725	PUB HEALTH EDUCA		1	9	10
CC	2001	GENERAL SUPPLY	05	0	1	1
CC	2001	GENERAL SUPPLY		0	1	1
CC				176	2005	2181
ES	0340	PROG MGMT		1	0	1
ES	0340	PROG MGMT		1	0	1
ES				2	0	1
GM	0101	SOCIAL SCIENCE	14	1	1	2
GM	0101	SOCIAL SCIENCE	13	1	1	2
GM	0101	SOCIAL SCIENCE		2	2	4
GM	0142	MANPOWER DEVLOP	13	0	1	1
GM	0142	MANPOWER DEVLOP		0	1	1
GM	0180	PSYCHOLOGY	14	0	1	1
GM	0180	PSYCHOLOGY	13	2	10	12
GM	0180	PSYCHOLOGY		2	11	13
GM	0185	SOCIAL WORK	13	1	4	5
GM	0185	SOCIAL WORK		1	4	5
GM	0201	PERSONNEL MGMT	14	0	1	1

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PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GM	0201	PERSONNEL MGMT	13	5	1	6
GM	0201	PERSONNEL MGMT		5	2	7
GM	0230	LABOR MGMT/EMP REL	13	0	1	1
GM	0230	LABOR MGMT/EMP REL		0	1	1
GM	0260	EQUAL EMP OPPTY	13	2	0	2
GM	0260	EQUAL EMP OPPTY		2	0	2
GM	0301	MISC ADMIN/PROGRAM	15	4	0	4
GM	0301	MISC ADMIN/PROGRAM	14	6	1	7
GM	0301	MISC ADMIN/PROGRAM	13	3	2	5
GM	0301	MISC ADMIN/PROGRAM		13	3	16
GM	0334	COMP SPEC	14	1	4	5
GM	0334	COMP SPEC	13	0	1	1
GM	0334	COMP SPEC		1	5	6
GM	0340	PROG MGMT	15	7	2	9
GM	0340	PROG MGMT	14	1	0	1
GM	0340	PROG MGMT		8	2	10
GM	0341	ADMIN OFF	15	1	0	1
GM	0341	ADMIN OFF	14	2	1	3
GM	0341	ADMIN OFF	13	2	0	2
GM	0341	ADMIN OFF		5	1	6
GM	0342	SUPPORT SERV ADMIN	14	0	1	1
GM	0342	SUPPORT SERV ADMIN	13	1	0	1
GM	0342	SUPPORT SERV ADMIN		1	1	2
GM	0343	MGMT ANALYSIS	13	1	0	1
GM	0343	MGMT ANALYSIS		1	0	1
GM	0345	PROG ANALYSIS	15	1	1	2
GM	0345	PROG ANALYSIS	14	1	2	3
GM	0345	PROG ANALYSIS	13	1	1	2
GM	0345	PROG ANALYSIS		3	4	7
GM	0501	FIN ADMIN & PROGRAM	13	1	0	1
GM	0501	FIN ADMIN & PROGRAM		1	0	1
GM	0505	FIN MGMT	15	0	1	1
GM	0505	FIN MGMT	14	3	4	7
GM	0505	FIN MGMT	13	4	2	6
GM	0505	FIN MGMT		7	7	14
GM	0510	ACCOUNTING	13	0	1	1
GM	0510	ACCOUNTING		0	1	1
GM	0511	AUDITING	13	0	1	1
GM	0511	AUDITING		0	1	1
GM	0560	BUDGET ANALYSIS	14	1	1	2
GM	0560	BUDGET ANALYSIS	13	0	2	2
GM	0560	BUDGET ANALYSIS		1	3	4
GM	0601	GEN HLTH SCI	15	5	0	5
GM	0601	GEN HLTH SCI	14	0	1	1
GM	0601	GEN HLTH SCI	13	1	3	4
GM	0601	GEN HLTH SCI		6	4	10
GM	0602	MEDICAL OFF	15	0	18	18

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PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GM	0602	MEDICAL OFF	14	0	8	8
GM	0602	MEDICAL OFF	13	0	2	2
GM	0602	MEDICAL OFF		0	28	28
GM	0610	NURSE	14	0	1	1
GM	0610	NURSE	13	6	9	15
GM	0610	NURSE		6	10	16
GM	0630	DIETITIAN	14	1	0	1
GM	0630	DIETITIAN	13	0	6	6
GM	0630	DIETITIAN		1	6	7
GM	0644	MED TECHNOL	14	0	1	1
GM	0644	MED TECHNOL		0	1	1
GM	0660	PHARMACIST	13	1	0	1
GM	0660	PHARMACIST		1	0	1
GM	0665	SPEECH PATH/AUD TECH	15	0	1	1
GM	0665	SPEECH PATH/AUD TECH	14	0	1	1
GM	0665	SPEECH PATH/AUD TECH	13	0	2	2
GM	0665	SPEECH PATH/AUD TECH		0	4	4
GM	0670	HEALTH ADMIN	15	6	2	8
GM	0670	HEALTH ADMIN	14	14	6	20
GM	0670	HEALTH ADMIN	13	31	5	36
GM	0670	HEALTH ADMIN		51	13	64
GM	0671	HLTH SYSTEM SPEC	14	4	0	4
GM	0671	HLTH SYSTEM SPEC	13	3	3	6
GM	0671	HLTH SYSTEM SPEC		7	3	10
GM	0685	PUB HLTH PROG SPEC	14	1	1	2
GM	0685	PUB HLTH PROG SPEC	13	2	4	6
GM	0685	PUB HLTH PROG SPEC		3	5	8
GM	0688	SANITARIAN	14	1	0	1
GM	0688	SANITARIAN	13	1	0	1
GM	0688	SANITARIAN		2	0	2
GM	0801	GEN ENG	13	1	1	2
GM	0801	GEN ENG		1	1	2
GM	0819	ENVIRONMENTAL ENG	15	0	1	1
GM	0819	ENVIRONMENTAL ENG		0	1	1
GM	0950	PARALEGAL SPEC	14	0	2	2
GM	0950	PARALEGAL SPEC		0	2	2
GM	1101	GEN BUS/INDUS	15	1	0	1
GM	1101	GEN BUS/INDUS	14	1	0	1
GM	1101	GEN BUS/INDUS	13	0	1	1
GM	1101	GEN BUS/INDUS		2	1	3
GM	1102	CONTRACT/PROCUREMENT	14	0	2	2
GM	1102	CONTRACT/PROCUREMENT	13	6	5	11
GM	1102	CONTRACT/PROCUREMENT		6	7	13
GM	1530	STATISTICIAN	15	0	2	2
GM	1530	STATISTICIAN	14	0	2	2
GM	1530	STATISTICIAN	13	0	1	1
GM	1530	STATISTICIAN		0	5	5

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PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GM	1710	ED/VOCATIONAL TRNG	13	1	0	1
GM	1710	ED/VOCATIONAL TRNG		1	0	1
GM	1725	PUB HEALTH EDUCA	14	1	0	1
GM	1725	PUB HEALTH EDUCA	13	0	2	2
GM	1725	PUB HEALTH EDUCA		1	2	3
GM	2001	GENERAL SUPPLY	13	1	0	1
GM	2001	GENERAL SUPPLY		1	0	1
GM	2003	SUPPLY PROG MGMT	14	0	1	1
GM	2003	SUPPLY PROG MGMT	13	2	0	2
GM	2003	SUPPLY PROG MGMT		2	1	3
GM				144	143	287
GS	0018	SAFETY/OCCUP HEALTH	09	3	0	3
GS	0018	SAFETY/OCCUP HEALTH		3	0	3
GS	0085	GUARDS	06	1	0	1
GS	0085	GUARDS	04	4	0	4
GS	0085	GUARDS	03	6	0	6
GS	0085	GUARDS		11	0	11
GS	0101	SOCIAL SCIENCE	14	0	1	1
GS	0101	SOCIAL SCIENCE	13	1	0	1
GS	0101	SOCIAL SCIENCE	12	4	2	6
GS	0101	SOCIAL SCIENCE	11	7	0	7
GS	0101	SOCIAL SCIENCE	09	3	0	3
GS	0101	SOCIAL SCIENCE		15	3	18
GS	0102	SOC SCI AID/TECH	11	1	0	1
GS	0102	SOC SCI AID/TECH	09	1	0	1
GS	0102	SOC SCI AID/TECH		2	0	2
GS	0142	MANPOWER DEVLOP	13	1	0	1
GS	0142	MANPOWER DEVLOP		1	0	1
GS	0180	PSYCHOLOGY	13	1	8	9
GS	0180	PSYCHOLOGY	12	2	9	11
GS	0180	PSYCHOLOGY	11	1	1	2
GS	0180	PSYCHOLOGY		4	18	22
GS	0185	SOCIAL WORK	13	0	1	1
GS	0185	SOCIAL WORK	12	33	17	50
GS	0185	SOCIAL WORK	11	27	7	34
GS	0185	SOCIAL WORK	09	7	0	7
GS	0185	SOCIAL WORK		67	25	92
GS	0186	SOC SER AID/ASST	06	1	0	1
GS	0186	SOC SER AID/ASST	05	2	0	2
GS	0186	SOC SER AID/ASST	04	1	0	1
GS	0186	SOC SER AID/ASST		4	0	4
GS	0187	SOCIAL SERVICES	09	7	0	7
GS	0187	SOCIAL SERVICES	08	8	0	8
GS	0187	SOCIAL SERVICES	07	6	0	6
GS	0187	SOCIAL SERVICES	06	1	0	1
GS	0187	SOCIAL SERVICES	05	1	0	1

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PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0187	SOCIAL SERVICES		23	0	23
GS	0190	GEN ANTHROPOLOGY	13	0	1	1
GS	0190	GEN ANTHROPOLOGY		0	1	1
GS	0201	PERSONNEL MGMT	13	1	0	1
GS	0201	PERSONNEL MGMT	12	5	5	10
GS	0201	PERSONNEL MGMT	11	7	1	8
GS	0201	PERSONNEL MGMT	09	8	2	10
GS	0201	PERSONNEL MGMT	07	1	0	1
GS	0201	PERSONNEL MGMT	05	1	0	1
GS	0201	PERSONNEL MGMT		23	8	31
GS	0203	PERSONNEL CLERK/ASST	07	15	1	16
GS	0203	PERSONNEL CLERK/ASST	06	18	1	19
GS	0203	PERSONNEL CLERK/ASST	05	27	3	30
GS	0203	PERSONNEL CLERK/ASST	04	6	1	7
GS	0203	PERSONNEL CLERK/ASST		66	6	72
GS	0204	MIL PERS CLER/TECH	07	1	0	1
GS	0204	MIL PERS CLER/TECH		1	0	1
GS	0205	MIL PERS MGMT	11	1	1	2
GS	0205	MIL PERS MGMT		1	1	2
GS	0212	PERSONNEL STAFF	12	3	4	7
GS	0212	PERSONNEL STAFF	11	10	1	11
GS	0212	PERSONNEL STAFF	09	4	1	5
GS	0212	PERSONNEL STAFF	07	6	0	6
GS	0212	PERSONNEL STAFF		23	6	29
GS	0221	POSITION CLASS	12	2	2	4
GS	0221	POSITION CLASS	11	8	1	9
GS	0221	POSITION CLASS	09	2	0	2
GS	0221	POSITION CLASS	07	1	0	1
GS	0221	POSITION CLASS		13	3	16
GS	0230	LABOR MGMT/EMP REL	12	3	1	4
GS	0230	LABOR MGMT/EMP REL	11	3	0	3
GS	0230	LABOR MGMT/EMP REL	09	1	1	2
GS	0230	LABOR MGMT/EMP REL		7	2	9
GS	0235	EMPLOY DEVELOP	12	4	0	4
GS	0235	EMPLOY DEVELOP	11	4	0	4
GS	0235	EMPLOY DEVELOP	09	1	0	1
GS	0235	EMPLOY DEVELOP	07	1	0	1
GS	0235	EMPLOY DEVELOP		10	0	10
GS	0260	EQUAL EMP OPPTY	12	3	1	4
GS	0260	EQUAL EMP OPPTY	11	1	0	1
GS	0260	EQUAL EMP OPPTY		4	1	5
GS	0301	MISC ADMIN/PROGRAM	13	2	0	2
GS	0301	MISC ADMIN/PROGRAM	12	14	3	17
GS	0301	MISC ADMIN/PROGRAM	11	12	3	15
GS	0301	MISC ADMIN/PROGRAM	09	18	1	19
GS	0301	MISC ADMIN/PROGRAM	07	16	7	23
GS	0301	MISC ADMIN/PROGRAM	06	2	3	5

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PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0301	MISC ADMIN/PROGRAM	05	6	1	7
GS	0301	MISC ADMIN/PROGRAM	04	1	0	1
GS	0301	MISC ADMIN/PROGRAM		71	18	89
GS	0303	MIS CLERK + ASST	09	1	0	1
GS	0303	MIS CLERK + ASST	08	1	3	4
GS	0303	MIS CLERK + ASST	07	25	4	29
GS	0303	MIS CLERK + ASST	06	45	3	48
GS	0303	MIS CLERK + ASST	05	62	3	65
GS	0303	MIS CLERK + ASST	04	31	4	35
GS	0303	MIS CLERK + ASST	03	6	1	7
GS	0303	MIS CLERK + ASST		171	18	189
GS	0304	INFOR RECEPT	04	3	0	3
GS	0304	INFOR RECEPT	03	1	0	1
GS	0304	INFOR RECEPT		4	0	4
GS	0305	MAIL/FILE	05	1	0	1
GS	0305	MAIL/FILE	04	5	1	6
GS	0305	MAIL/FILE	03	9	1	10
GS	0305	MAIL/FILE	02	2	1	3
GS	0305	MAIL/FILE		17	3	20
GS	0309	CORRESPOND CLERK	05	1	0	1
GS	0309	CORRESPOND CLERK		1	0	1
GS	0312	CLRK/STENO & REP	05	1	1	2
GS	0312	CLRK/STENO & REP	04	1	0	1
GS	0312	CLRK/STENO & REP		2	1	3
GS	0318	SECRETARY	09	2	1	3
GS	0318	SECRETARY	08	4	4	8
GS	0318	SECRETARY	07	24	4	28
GS	0318	SECRETARY	06	72	14	86
GS	0318	SECRETARY	05	217	34	251
GS	0318	SECRETARY	04	64	2	66
GS	0318	SECRETARY	03	3	1	4
GS	0318	SECRETARY		386	60	446
GS	0322	CLK TYPIST	05	1	0	1
GS	0322	CLK TYPIST	04	93	8	101
GS	0322	CLK TYPIST	03	35	1	36
GS	0322	CLK TYPIST		129	9	138
GS	0332	COMPUTER OPN	10	1	0	1
GS	0332	COMPUTER OPN	09	8	0	8
GS	0332	COMPUTER OPN	06	4	1	5
GS	0332	COMPUTER OPN	05	11	0	11
GS	0332	COMPUTER OPN	04	3	0	3
GS	0332	COMPUTER OPN	03	1	0	1
GS	0332	COMPUTER OPN		28	1	29
GS	0334	COMP SPEC	13	0	6	6
GS	0334	COMP SPEC	12	7	13	20
GS	0334	COMP SPEC	11	5	0	5
GS	0334	COMP SPEC	09	1	2	3

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PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0334	COMP SPEC		13	21	34
GS	0335	COMP CLERK/TECH	07	4	0	4
GS	0335	COMP CLERK/TECH	06	1	2	3
GS	0335	COMP CLERK/TECH	05	4	0	4
GS	0335	COMP CLERK/TECH	03	1	0	1
GS	0335	COMP CLERK/TECH		10	2	12
GS	0340	PROG MGMT	12	2	0	2
GS	0340	PROG MGMT	11	1	0	1
GS	0340	PROG MGMT		3	0	3
GS	0341	ADMIN OFF	12	5	2	7
GS	0341	ADMIN OFF	11	12	1	13
GS	0341	ADMIN OFF	10	0	1	1
GS	0341	ADMIN OFF	09	18	2	20
GS	0341	ADMIN OFF	07	5	1	6
GS	0341	ADMIN OFF	05	1	0	1
GS	0341	ADMIN OFF		41	7	48
GS	0342	SUPPORT SERV ADMIN	12	1	0	1
GS	0342	SUPPORT SERV ADMIN	11	3	0	3
GS	0342	SUPPORT SERV ADMIN	09	9	2	11
GS	0342	SUPPORT SERV ADMIN	08	3	0	3
GS	0342	SUPPORT SERV ADMIN	07	3	0	3
GS	0342	SUPPORT SERV ADMIN	06	2	0	2
GS	0342	SUPPORT SERV ADMIN	05	1	0	1
GS	0342	SUPPORT SERV ADMIN		22	2	24
GS	0343	MGMT ANALYSIS	13	1	0	1
GS	0343	MGMT ANALYSIS	12	1	0	1
GS	0343	MGMT ANALYSIS	11	1	0	1
GS	0343	MGMT ANALYSIS	07	1	0	1
GS	0343	MGMT ANALYSIS		4	0	4
GS	0344	MGMT CLER & ASST	08	0	1	1
GS	0344	MGMT CLER & ASST	07	2	0	2
GS	0344	MGMT CLER & ASST	06	1	0	1
GS	0344	MGMT CLER & ASST	05	1	0	1
GS	0344	MGMT CLER & ASST		4	1	5
GS	0345	PROG ANALYSIS	14	3	0	3
GS	0345	PROG ANALYSIS	13	5	1	6
GS	0345	PROG ANALYSIS	12	3	1	4
GS	0345	PROG ANALYSIS	11	6	0	6
GS	0345	PROG ANALYSIS	09	0	2	2
GS	0345	PROG ANALYSIS	07	1	0	1
GS	0345	PROG ANALYSIS		18	4	22
GS	0350	EQUIP OPERATOR	04	3	0	3
GS	0350	EQUIP OPERATOR	03	2	0	2
GS	0350	EQUIP OPERATOR		5	0	5
GS	0357	CODING	05	3	0	3
GS	0357	CODING	04	2	0	2
GS	0357	CODING		5	0	5

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0361	EQUAL OPPTY ASSIST	05	1	0	1
GS	0361	EQUAL OPPTY ASSIST		1	0	1
GS	0382	TELEPHONE OPER	05	1	0	1
GS	0382	TELEPHONE OPER	04	14	1	15
GS	0382	TELEPHONE OPER	03	26	2	28
GS	0382	TELEPHONE OPER	02	4	1	5
GS	0382	TELEPHONE OPER		45	4	49
GS	0393	COMMUNICATIONS SPEC	13	0	1	1
GS	0393	COMMUNICATIONS SPEC		0	1	1
GS	0401	GEN BIOLOG SCI	09	1	1	2
GS	0401	GEN BIOLOG SCI		1	1	2
GS	0403	MICROBIOLOGY	07	0	1	1
GS	0403	MICROBIOLOGY		0	1	1
GS	0501	FIN ADMIN & PROGRAM	13	1	1	2
GS	0501	FIN ADMIN & PROGRAM	11	5	0	5
GS	0501	FIN ADMIN & PROGRAM	09	4	0	4
GS	0501	FIN ADMIN & PROGRAM	07	1	0	1
GS	0501	FIN ADMIN & PROGRAM	06	1	0	1
GS	0501	FIN ADMIN & PROGRAM		12	1	13
GS	0503	FIN CLER & ASSIST	07	2	1	3
GS	0503	FIN CLER & ASSIST	06	1	0	1
GS	0503	FIN CLER & ASSIST	05	5	0	5
GS	0503	FIN CLER & ASSIST	04	6	1	7
GS	0503	FIN CLER & ASSIST	03	1	0	1
GS	0503	FIN CLER & ASSIST		15	2	17
GS	0505	FIN MGMT	12	0	1	1
GS	0505	FIN MGMT		0	1	1
GS	0510	ACCOUNTING	12	2	4	6
GS	0510	ACCOUNTING	11	1	4	5
GS	0510	ACCOUNTING	09	3	1	4
GS	0510	ACCOUNTING	07	1	1	2
GS	0510	ACCOUNTING	05	1	0	1
GS	0510	ACCOUNTING		8	10	18
GS	0511	AUDITING	13	0	1	1
GS	0511	AUDITING	12	1	1	2
GS	0511	AUDITING	11	2	0	2
GS	0511	AUDITING	07	1	0	1
GS	0511	AUDITING		4	2	6
GS	0525	ACCT TECH	09	2	0	2
GS	0525	ACCT TECH	08	2	0	2
GS	0525	ACCT TECH	07	17	2	19
GS	0525	ACCT TECH	06	30	3	33
GS	0525	ACCT TECH	05	26	1	27
GS	0525	ACCT TECH	04	7	1	8
GS	0525	ACCT TECH		84	7	91
GS	0530	CASH PROCESSING	05	2	1	3
GS	0530	CASH PROCESSING		2	1	3

RUN DATE: 02/03/87
EFFECTIVE DATE: 09/30/86
PREPARED BY: PHS/OM

TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0540	VOUCHER EXAM	08	2	2	4
GS	0540	VOUCHER EXAM	07	1	0	1
GS	0540	VOUCHER EXAM	06	8	3	11
GS	0540	VOUCHER EXAM	05	11	7	18
GS	0540	VOUCHER EXAM	04	3	0	3
GS	0540	VOUCHER EXAM		25	12	37
GS	0544	PAYROLL	06	4	0	4
GS	0544	PAYROLL	05	2	0	2
GS	0544	PAYROLL	04	1	0	1
GS	0544	PAYROLL		7	0	7
GS	0560	BUDGET ANALYSIS	13	1	1	2
GS	0560	BUDGET ANALYSIS	12	7	2	9
GS	0560	BUDGET ANALYSIS	11	4	1	5
GS	0560	BUDGET ANALYSIS	10	2	1	3
GS	0560	BUDGET ANALYSIS	09	16	5	21
GS	0560	BUDGET ANALYSIS	07	8	0	8
GS	0560	BUDGET ANALYSIS	05	2	0	2
GS	0560	BUDGET ANALYSIS		40	10	50
GS	0561	BUDG/CLER & ASST	07	3	0	3
GS	0561	BUDG/CLER & ASST	06	7	0	7
GS	0561	BUDG/CLER & ASST	05	2	0	2
GS	0561	BUDG/CLER & ASST	04	1	0	1
GS	0561	BUDG/CLER & ASST		13	0	13
GS	0601	GEN HLTH SCI	12	2	0	2
GS	0601	GEN HLTH SCI	11	0	2	2
GS	0601	GEN HLTH SCI	09	1	0	1
GS	0601	GEN HLTH SCI		3	2	5
GS	0602	MEDICAL OFF	15	0	18	18
GS	0602	MEDICAL OFF	14	7	67	74
GS	0602	MEDICAL OFF	13	3	47	50
GS	0602	MEDICAL OFF	12	0	12	12
GS	0602	MEDICAL OFF	11	0	2	2
GS	0602	MEDICAL OFF		10	146	156
GS	0603	PHY ASST	12	8	3	11
GS	0603	PHY ASST	11	63	9	72
GS	0603	PHY ASST	09	5	1	6
GS	0603	PHY ASST	07	1	0	1
GS	0603	PHY ASST		77	13	90
GS	0610	NURSE	13	1	1	2
GS	0610	NURSE	12	37	43	80
GS	0610	NURSE	11	113	221	334
GS	0610	NURSE	10	26	62	88
GS	0610	NURSE	09	262	637	899
GS	0610	NURSE	07	41	37	78
GS	0610	NURSE	05	23	25	48
GS	0610	NURSE	04	15	12	27
GS	0610	NURSE		518	1038	1556

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0620	PRACT (VOC) NURSE	06	75	10	85
GS	0620	PRACT (VOC) NURSE	05	291	33	324
GS	0620	PRACT (VOC) NURSE	04	57	3	60
GS	0620	PRACT (VOC) NURSE	03	5	0	5
GS	0620	PRACT (VOC) NURSE		428	46	474
GS	0621	NURSING ASST	06	6	0	6
GS	0621	NURSING ASST	05	16	0	16
GS	0621	NURSING ASST	04	174	6	180
GS	0621	NURSING ASST	03	109	2	111
GS	0621	NURSING ASST	02	4	0	4
GS	0621	NURSING ASST		309	8	317
GS	0622	MEDICAL SPLY AID/TEC	06	1	0	1
GS	0622	MEDICAL SPLY AID/TEC	05	15	2	17
GS	0622	MEDICAL SPLY AID/TEC	04	37	2	39
GS	0622	MEDICAL SPLY AID/TEC	03	6	0	6
GS	0622	MEDICAL SPLY AID/TEC		59	4	63
GS	0630	DIETITIAN	13	1	1	2
GS	0630	DIETITIAN	12	2	8	10
GS	0630	DIETITIAN	11	7	29	36
GS	0630	DIETITIAN	09	1	3	4
GS	0630	DIETITIAN	07	1	1	2
GS	0630	DIETITIAN	05	1	2	3
GS	0630	DIETITIAN		13	44	57
GS	0633	PHYSICAL THER	10	0	1	1
GS	0633	PHYSICAL THER	09	0	1	1
GS	0633	PHYSICAL THER		0	2	2
GS	0636	REHAB THER ASST	06	2	0	2
GS	0636	REHAB THER ASST	05	4	0	4
GS	0636	REHAB THER ASST	04	3	0	3
GS	0636	REHAB THER ASST	03	2	0	2
GS	0636	REHAB THER ASST		11	0	11
GS	0638	REC/CREAT ART THERAP	09	0	4	4
GS	0638	REC/CREAT ART THERAP		0	4	4
GS	0644	MED TECHNOL	12	2	10	12
GS	0644	MED TECHNOL	11	9	69	78
GS	0644	MED TECHNOL	10	9	23	32
GS	0644	MED TECHNOL	09	21	95	116
GS	0644	MED TECHNOL	07	8	3	11
GS	0644	MED TECHNOL	05	3	0	3
GS	0644	MED TECHNOL		52	200	252
GS	0645	MED TECH	08	0	2	2
GS	0645	MED TECH	07	24	10	34
GS	0645	MED TECH	06	9	1	10
GS	0645	MED TECH	05	8	5	13
GS	0645	MED TECH	04	6	1	7
GS	0645	MED TECH	03	3	0	3
GS	0645	MED TECH		50	19	69

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0646	PATHOLOGY TECH	07	0	2	2
GS	0646	PATHOLOGY TECH	06	1	0	1
GS	0646	PATHOLOGY TECH	05	1	0	1
GS	0646	PATHOLOGY TECH	04	1	0	1
GS	0646	PATHOLOGY TECH		3	2	5
GS	0647	DIAG RAD TECH	12	1	0	1
GS	0647	DIAG RAD TECH	11	2	1	3
GS	0647	DIAG RAD TECH	09	1	3	4
GS	0647	DIAG RAD TECH	08	4	6	10
GS	0647	DIAG RAD TECH	07	34	24	58
GS	0647	DIAG RAD TECH	06	18	18	36
GS	0647	DIAG RAD TECH	05	7	4	11
GS	0647	DIAG RAD TECH	04	4	1	5
GS	0647	DIAG RAD TECH		71	57	128
GS	0649	MED MACH TECH	09	0	1	1
GS	0649	MED MACH TECH	08	2	3	5
GS	0649	MED MACH TECH	07	2	4	6
GS	0649	MED MACH TECH	06	2	1	3
GS	0649	MED MACH TECH	05	0	1	1
GS	0649	MED MACH TECH	04	2	0	2
GS	0649	MED MACH TECH	02	1	0	1
GS	0649	MED MACH TECH		9	10	19
GS	0660	PHARMACIST	11	4	2	6
GS	0660	PHARMACIST		4	2	6
GS	0661	PHARM TECH	05	25	2	27
GS	0661	PHARM TECH	04	6	0	6
GS	0661	PHARM TECH	03	2	0	2
GS	0661	PHARM TECH		33	2	35
GS	0665	SPEECH PATH/AUD TECH	12	0	5	5
GS	0665	SPEECH PATH/AUD TECH	11	1	1	2
GS	0665	SPEECH PATH/AUD TECH		1	6	7
GS	0669	MED REC LIB	12	2	3	5
GS	0669	MED REC LIB	11	3	2	5
GS	0669	MED REC LIB	10	2	1	3
GS	0669	MED REC LIB	09	15	2	17
GS	0669	MED REC LIB	07	9	5	14
GS	0669	MED REC LIB	06	1	0	1
GS	0669	MED REC LIB	05	2	0	2
GS	0669	MED REC LIB		34	13	47
GS	0670	HEALTH ADMIN	12	19	2	21
GS	0670	HEALTH ADMIN	11	4	0	4
GS	0670	HEALTH ADMIN		23	2	25
GS	0671	HLTH SYSTEM SPEC	13	2	2	4
GS	0671	HLTH SYSTEM SPEC	12	9	6	15
GS	0671	HLTH SYSTEM SPEC	11	10	1	11
GS	0671	HLTH SYSTEM SPEC	09	7	1	8
GS	0671	HLTH SYSTEM SPEC	07	2	1	3

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0671	HLTH SYSTEM SPEC		30	11	41
GS	0673	HOSP HSEKEEPNG MGMT	12	0	1	1
GS	0673	HOSP HSEKEEPNG MGMT	11	1	0	1
GS	0673	HOSP HSEKEEPNG MGMT	09	2	0	2
GS	0673	HOSP HSEKEEPNG MGMT	07	1	1	2
GS	0673	HOSP HSEKEEPNG MGMT	05	0	1	1
GS	0673	HOSP HSEKEEPNG MGMT		4	3	7
GS	0675	MED REC TECH	07	4	0	4
GS	0675	MED REC TECH	06	18	2	20
GS	0675	MED REC TECH	05	109	6	115
GS	0675	MED REC TECH	04	77	3	80
GS	0675	MED REC TECH	03	41	2	43
GS	0675	MED REC TECH		249	13	262
GS	0679	MEDICAL CLERK	07	1	0	1
GS	0679	MEDICAL CLERK	05	18	0	18
GS	0679	MEDICAL CLERK	04	196	5	201
GS	0679	MEDICAL CLERK	03	62	1	63
GS	0679	MEDICAL CLERK	02	2	0	2
GS	0679	MEDICAL CLERK		279	6	285
GS	0680	DENTAL OFFICER	12	0	2	2
GS	0680	DENTAL OFFICER		0	2	2
GS	0681	DENT ASST	07	4	0	4
GS	0681	DENT ASST	06	42	2	44
GS	0681	DENT ASST	05	114	7	121
GS	0681	DENT ASST	04	142	3	145
GS	0681	DENT ASST	03	35	0	35
GS	0681	DENT ASST	02	1	0	1
GS	0681	DENT ASST		338	12	350
GS	0682	DENTAL HYGIENE	11	0	1	1
GS	0682	DENTAL HYGIENE	05	0	1	1
GS	0682	DENTAL HYGIENE		0	2	2
GS	0683	DENT LAB AID/TECH	10	0	1	1
GS	0683	DENT LAB AID/TECH	09	0	6	6
GS	0683	DENT LAB AID/TECH	08	2	1	3
GS	0683	DENT LAB AID/TECH	07	0	2	2
GS	0683	DENT LAB AID/TECH	06	2	0	2
GS	0683	DENT LAB AID/TECH	05	3	0	3
GS	0683	DENT LAB AID/TECH	04	1	0	1
GS	0683	DENT LAB AID/TECH		8	10	18
GS	0685	PUB HLTH PROG SPEC	14	1	0	1
GS	0685	PUB HLTH PROG SPEC	13	1	0	1
GS	0685	PUB HLTH PROG SPEC	12	13	2	15
GS	0685	PUB HLTH PROG SPEC	11	2	0	2
GS	0685	PUB HLTH PROG SPEC	09	3	0	3
GS	0685	PUB HLTH PROG SPEC		20	2	22
GS	0688	SANITARIAN	12	2	1	3
GS	0688	SANITARIAN	11	8	1	9

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

AY LAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
3S	0688	SANITARIAN	09	7	2	9
3S	0688	SANITARIAN	07	4	0	4
3S	0688	SANITARIAN		21	4	25
3S	0698	ENV HLTH TECH	09	7	1	8
3S	0698	ENV HLTH TECH	08	1	0	1
3S	0698	ENV HLTH TECH	07	8	1	9
3S	0698	ENV HLTH TECH	06	11	0	11
3S	0698	ENV HLTH TECH	05	8	0	8
3S	0698	ENV HLTH TECH	04	3	0	3
3S	0698	ENV HLTH TECH		38	2	40
3S	0699	HLTH AID/TECH	11	0	1	1
3S	0699	HLTH AID/TECH	09	4	1	5
3S	0699	HLTH AID/TECH	08	10	0	10
3S	0699	HLTH AID/TECH	07	26	1	27
3S	0699	HLTH AID/TECH	06	15	2	17
3S	0699	HLTH AID/TECH	05	31	0	31
3S	0699	HLTH AID/TECH	04	13	0	13
3S	0699	HLTH AID/TECH	03	1	0	1
3S	0699	HLTH AID/TECH		100	5	105
3S	0801	GEN ENG	13	0	1	1
3S	0801	GEN ENG	12	1	2	3
3S	0801	GEN ENG		1	3	4
3S	0802	ENG TECH	12	0	2	2
3S	0802	ENG TECH	11	6	19	25
3S	0802	ENG TECH	10	0	1	1
3S	0802	ENG TECH	09	10	1	11
3S	0802	ENG TECH	08	2	2	4
3S	0802	ENG TECH	07	6	0	6
3S	0802	ENG TECH	06	1	0	1
3S	0802	ENG TECH	05	2	0	2
3S	0802	ENG TECH	04	1	0	1
3S	0802	ENG TECH		28	25	53
3S	0803	SAFETY ENG	11	0	1	1
3S	0803	SAFETY ENG		0	1	1
3S	0808	ARCHITECTURE	13	0	1	1
3S	0808	ARCHITECTURE	12	1	0	1
3S	0808	ARCHITECTURE		1	1	2
3S	0809	CONSTRUCTION	12	1	0	1
3S	0809	CONSTRUCTION	11	2	3	5
3S	0809	CONSTRUCTION	10	2	0	2
3S	0809	CONSTRUCTION	09	1	0	1
3S	0809	CONSTRUCTION	08	3	0	3
3S	0809	CONSTRUCTION	07	4	0	4
3S	0809	CONSTRUCTION		13	3	16
3S	0810	CIVIL ENG	13	0	1	1
3S	0810	CIVIL ENG	12	1	2	3
3S	0810	CIVIL ENG	11	1	0	1

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	0810	CIVIL ENG		2	3	5
GS	0818	ENGINEERING DRAFT	09	0	1	1
GS	0818	ENGINEERING DRAFT	07	3	1	4
GS	0818	ENGINEERING DRAFT	05	1	0	1
GS	0818	ENGINEERING DRAFT		4	2	6
GS	0819	ENVIRONMENTAL ENG	12	1	4	5
GS	0819	ENVIRONMENTAL ENG	11	3	0	3
GS	0819	ENVIRONMENTAL ENG	09	0	2	2
GS	0819	ENVIRONMENTAL ENG	07	1	0	1
GS	0819	ENVIRONMENTAL ENG		5	6	11
GS	0830	MECHANICAL ENG	12	0	2	2
GS	0830	MECHANICAL ENG	11	0	1	1
GS	0830	MECHANICAL ENG		0	3	3
GS	0850	ELECTRICAL ENG	12	0	1	1
GS	0850	ELECTRICAL ENG		0	1	1
GS	0856	ELECTRONICS TECH	11	3	4	7
GS	0856	ELECTRONICS TECH	09	1	0	1
GS	0856	ELECTRONICS TECH		4	4	8
GS	0858	BIOMEDICAL ENGINEERI	12	0	1	1
GS	0858	BIOMEDICAL ENGINEERI		0	1	1
GS	0905	GENERAL ATTORNEY	14	0	1	1
GS	0905	GENERAL ATTORNEY		0	1	1
GS	0950	PARALEGAL SPEC	11	1	0	1
GS	0950	PARALEGAL SPEC		1	0	1
GS	0962	CONTACT REPRE	06	1	0	1
GS	0962	CONTACT REPRE		1	0	1
GS	0998	CLAIMS CLER	06	2	1	3
GS	0998	CLAIMS CLER	05	23	0	23
GS	0998	CLAIMS CLER	04	13	0	13
GS	0998	CLAIMS CLER	03	5	0	5
GS	0998	CLAIMS CLER		43	1	44
GS	1035	PUBLIC AFFAIRS	12	0	1	1
GS	1035	PUBLIC AFFAIRS		0	1	1
GS	1071	AUDIO-VISUAL PROD	11	1	0	1
GS	1071	AUDIO-VISUAL PROD		1	0	1
GS	1084	VISUAL INFO	09	0	1	1
GS	1084	VISUAL INFO		0	1	1
GS	1101	GEN BUS/INDUS	13	1	0	1
GS	1101	GEN BUS/INDUS	12	0	1	1
GS	1101	GEN BUS/INDUS	11	0	1	1
GS	1101	GEN BUS/INDUS	09	1	1	2
GS	1101	GEN BUS/INDUS		2	3	5
GS	1102	CONTRACT/PROCUREMENT	13	0	2	2
GS	1102	CONTRACT/PROCUREMENT	12	18	7	25
GS	1102	CONTRACT/PROCUREMENT	11	17	5	22
GS	1102	CONTRACT/PROCUREMENT	09	18	3	21
GS	1102	CONTRACT/PROCUREMENT	07	8	2	10

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

AY LAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	1102	CONTRACT/PROCUREMENT	05	2	0	2
GS	1102	CONTRACT/PROCUREMENT		63	19	82
GS	1103	INDUST PROP MGMT	11	1	0	1
GS	1103	INDUST PROP MGMT	09	1	0	1
GS	1103	INDUST PROP MGMT		2	0	2
GS	1105	PURCHASING	09	1	0	1
GS	1105	PURCHASING	07	8	3	11
GS	1105	PURCHASING	06	9	1	10
GS	1105	PURCHASING	05	7	0	7
GS	1105	PURCHASING		25	4	29
GS	1106	PROCUREMENT/CLR/ASST	07	9	0	9
GS	1106	PROCUREMENT/CLR/ASST	06	7	0	7
GS	1106	PROCUREMENT/CLR/ASST	05	12	0	12
GS	1106	PROCUREMENT/CLR/ASST	04	3	0	3
GS	1106	PROCUREMENT/CLR/ASST	03	1	0	1
GS	1106	PROCUREMENT/CLR/ASST		32	0	32
GS	1170	REALTY	13	1	0	1
GS	1170	REALTY	12	1	0	1
GS	1170	REALTY	09	2	1	3
GS	1170	REALTY		4	1	5
GS	1173	HOUSING MGMT	09	1	0	1
GS	1173	HOUSING MGMT		1	0	1
GS	1320	CHEMISTRY	12	0	1	1
GS	1320	CHEMISTRY	09	0	1	1
GS	1320	CHEMISTRY	07	0	1	1
GS	1320	CHEMISTRY		0	3	3
GS	1350	GEOLOGY	12	0	1	1
GS	1350	GEOLOGY		0	1	1
GS	1410	LIBRARIAN	11	0	1	1
GS	1410	LIBRARIAN	09	1	0	1
GS	1410	LIBRARIAN		1	1	2
GS	1411	LIBRARY TECH	05	1	0	1
GS	1411	LIBRARY TECH		1	0	1
GS	1412	TECH INFO SVCS	11	1	0	1
GS	1412	TECH INFO SVCS		1	0	1
GS	1515	OPERATIONS RESEARCH	14	0	2	2
GS	1515	OPERATIONS RESEARCH		0	2	2
GS	1520	MATHEMATICS	13	0	1	1
GS	1520	MATHEMATICS		0	1	1
GS	1529	MATH STATISTICIAN	11	0	1	1
GS	1529	MATH STATISTICIAN		0	1	1
GS	1530	STATISTICIAN	13	0	1	1
GS	1530	STATISTICIAN	12	0	3	3
GS	1530	STATISTICIAN	11	0	1	1
GS	1530	STATISTICIAN		0	5	5
GS	1531	STAT ASSISTANT	09	2	1	3
GS	1531	STAT ASSISTANT	08	0	1	1

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	1531	STAT ASSISTANT	07	2	1	3
GS	1531	STAT ASSISTANT	06	3	0	3
GS	1531	STAT ASSISTANT	05	1	0	1
GS	1531	STAT ASSISTANT		8	3	11
GS	1640	FACILITY MGMT	13	0	1	1
GS	1640	FACILITY MGMT	12	1	0	1
GS	1640	FACILITY MGMT	11	0	1	1
GS	1640	FACILITY MGMT	10	2	0	2
GS	1640	FACILITY MGMT	09	0	1	1
GS	1640	FACILITY MGMT		3	3	6
GS	1670	EQUIP SPECIALIST	12	0	1	1
GS	1670	EQUIP SPECIALIST	11	0	2	2
GS	1670	EQUIP SPECIALIST		0	3	3
GS	1701	GEN ED/TRAINING	13	0	1	1
GS	1701	GEN ED/TRAINING	12	1	0	1
GS	1701	GEN ED/TRAINING	11	10	2	12
GS	1701	GEN ED/TRAINING	09	3	0	3
GS	1701	GEN ED/TRAINING		14	3	17
GS	1702	ED/TRAINING TECH	09	3	0	3
GS	1702	ED/TRAINING TECH	07	7	0	7
GS	1702	ED/TRAINING TECH	06	1	0	1
GS	1702	ED/TRAINING TECH	05	1	0	1
GS	1702	ED/TRAINING TECH	04	1	0	1
GS	1702	ED/TRAINING TECH		13	0	13
GS	1710	ED/VOCATIONAL TRNG	12	2	0	2
GS	1710	ED/VOCATIONAL TRNG		2	0	2
GS	1712	TRAINING INSTR	12	0	1	1
GS	1712	TRAINING INSTR	11	3	1	4
GS	1712	TRAINING INSTR	07	2	0	2
GS	1712	TRAINING INSTR		5	2	7
GS	1725	PUB HEALTH EDUCA	12	1	0	1
GS	1725	PUB HEALTH EDUCA	11	9	2	11
GS	1725	PUB HEALTH EDUCA	09	2	1	3
GS	1725	PUB HEALTH EDUCA		12	3	15
GS	2001	GENERAL SUPPLY	12	2	0	2
GS	2001	GENERAL SUPPLY	11	2	2	4
GS	2001	GENERAL SUPPLY	09	12	3	15
GS	2001	GENERAL SUPPLY	08	3	0	3
GS	2001	GENERAL SUPPLY	07	7	0	7
GS	2001	GENERAL SUPPLY		26	5	31
GS	2003	SUPPLY PROG MGMT	12	3	2	5
GS	2003	SUPPLY PROG MGMT	11	5	0	5
GS	2003	SUPPLY PROG MGMT	09	2	0	2
GS	2003	SUPPLY PROG MGMT	08	1	0	1
GS	2003	SUPPLY PROG MGMT		11	2	13
GS	2005	SUPPLY CLER/TECH	07	21	4	25
GS	2005	SUPPLY CLER/TECH	06	15	1	16

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
GS	2005	SUPPLY CLER/TECH	05	39	0	39
GS	2005	SUPPLY CLER/TECH	04	33	0	33
GS	2005	SUPPLY CLER/TECH	03	4	0	4
GS	2005	SUPPLY CLER/TECH		112	5	117
GS	2010	INVENTORY MGMT	11	2	0	2
GS	2010	INVENTORY MGMT	09	3	2	5
GS	2010	INVENTORY MGMT	07	8	0	8
GS	2010	INVENTORY MGMT		13	2	15
GS	2030	DIST FAC/STOR MGMT	12	2	0	2
GS	2030	DIST FAC/STOR MGMT	11	1	0	1
GS	2030	DIST FAC/STOR MGMT		3	0	3
GS	2130	TRAFFIC MGMT	12	0	1	1
GS	2130	TRAFFIC MGMT	09	0	1	1
GS	2130	TRAFFIC MGMT		0	2	2
GS	2131	FREIGHT RATE	08	0	1	1
GS	2131	FREIGHT RATE	07	0	1	1
GS	2131	FREIGHT RATE	05	0	1	1
GS	2131	FREIGHT RATE		0	3	3
GS	2132	TRAVEL	04	1	0	1
GS	2132	TRAVEL		1	0	1
GS	2134	SHIPMENT CLERICAL	06	2	0	2
GS	2134	SHIPMENT CLERICAL		2	0	2
GS				4725	2100	6825
WG	2604	ELECTRONICS MECHANIC	11	0	1	1
WG	2604	ELECTRONICS MECHANIC		0	1	1
WG	2614	ELECTRONICS MECH	07	1	0	1
WG	2614	ELECTRONICS MECH		1	0	1
WG	2805	ELECTRICIAN	10	21	5	26
WG	2805	ELECTRICIAN		21	5	26
WG	3105	FABRIC WORKER	05	3	0	3
WG	3105	FABRIC WORKER	04	5	0	5
WG	3105	FABRIC WORKER		8	0	8
WG	3111	SEW MACH OPERATOR	03	6	0	6
WG	3111	SEW MACH OPERATOR		6	0	6
WG	3502	LABORER	03	6	1	7
WG	3502	LABORER	01	1	0	1
WG	3502	LABORER		7	1	8
WG	3511	LABORATORY WORKING	04	1	0	1
WG	3511	LABORATORY WORKING		1	0	1
WG	3566	JANITOR	03	55	0	55
WG	3566	JANITOR	02	190	3	193
WG	3566	JANITOR	01	8	1	9
WG	3566	JANITOR		253	4	257
WG	4102	PAINTING	09	7	0	7
WG	4102	PAINTING		7	0	7
WG	4204	PIPEFITTING F	10	5	0	5

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
WG	4204	PIPEFITTING F		5	0	5
WG	4206	PLUMBING	09	5	0	5
WG	4206	PLUMBING		5	0	5
WG	4417	PRESS OPER(OFFSET)	07	1	0	1
WG	4417	PRESS OPER(OFFSET)		1	0	1
WG	4607	CARPENTRY	09	6	1	7
WG	4607	CARPENTRY		6	1	7
WG	4742	UTIL SYS REPAIR OPER	10	14	1	15
WG	4742	UTIL SYS REPAIR OPER	08	8	0	8
WG	4742	UTIL SYS REPAIR OPER		22	1	23
WG	4749	MAINTENANCE MECHANIC	11	1	0	1
WG	4749	MAINTENANCE MECHANIC	10	40	6	46
WG	4749	MAINTENANCE MECHANIC	09	44	5	49
WG	4749	MAINTENANCE MECHANIC	08	28	0	28
WG	4749	MAINTENANCE MECHANIC	07	26	2	28
WG	4749	MAINTENANCE MECHANIC	05	19	0	19
WG	4749	MAINTENANCE MECHANIC		158	13	171
WG	4805	MED EQPMT REPAIRER	11	2	4	6
WG	4805	MED EQPMT REPAIRER	08	2	0	2
WG	4805	MED EQPMT REPAIRER		4	4	8
WG	5306	AIR COND EQPMT MECH	11	1	0	1
WG	5306	AIR COND EQPMT MECH	10	5	3	8
WG	5306	AIR COND EQPMT MECH	09	1	0	1
WG	5306	AIR COND EQPMT MECH	08	1	0	1
WG	5306	AIR COND EQPMT MECH		8	3	11
WG	5309	HTNG/BOILER MECH	10	5	1	6
WG	5309	HTNG/BOILER MECH	08	1	0	1
WG	5309	HTNG/BOILER MECH		6	1	7
WG	5352	EQPMT MECH	10	2	0	2
WG	5352	EQPMT MECH		2	0	2
WG	5402	BOILER PLANT OPER	10	4	0	4
WG	5402	BOILER PLANT OPER	09	7	0	7
WG	5402	BOILER PLANT OPER	08	1	0	1
WG	5402	BOILER PLANT OPER		12	0	12
WG	5406	UTIL SYST OPER	08	1	0	1
WG	5406	UTIL SYST OPER	07	3	0	3
WG	5406	UTIL SYST OPER		4	0	4
WG	5703	MOTOR VEHICLE OPER	08	1	1	2
WG	5703	MOTOR VEHICLE OPER	07	6	0	6
WG	5703	MOTOR VEHICLE OPER	05	132	2	134
WG	5703	MOTOR VEHICLE OPER		139	3	142
WG	5704	FORK LIFT OPER	05	2	0	2
WG	5704	FORK LIFT OPER		2	0	2
WG	5705	TRACTOR OPER	06	1	0	1
WG	5705	TRACTOR OPER		1	0	1
WG	6907	WAREHOUSEMAN	08	1	0	1
WG	6907	WAREHOUSEMAN	06	2	0	2

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

AY LAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
WG	6907	WAREHOUSEMAN	05	21	3	24
WG	6907	WAREHOUSEMAN	04	9	1	10
WG	6907	WAREHOUSEMAN		33	4	37
WG	7304	LAUNDRY WORKER	02	3	0	3
WG	7304	LAUNDRY WORKER		3	0	3
WG	7305	LAUNDRY MACH OPER	03	4	0	4
WG	7305	LAUNDRY MACH OPER	02	1	0	1
WG	7305	LAUNDRY MACH OPER		5	0	5
WG	7306	PRESSER	03	2	0	2
WG	7306	PRESSER	02	2	0	2
WG	7306	PRESSER		4	0	4
WG	7404	COOK	08	101	2	103
WG	7404	COOK	07	1	0	1
WG	7404	COOK	05	67	1	68
WG	7404	COOK		169	3	172
WG	7408	FOOD SERVICE	05	1	0	1
WG	7408	FOOD SERVICE	04	28	0	28
WG	7408	FOOD SERVICE	03	46	3	49
WG	7408	FOOD SERVICE	02	30	0	30
WG	7408	FOOD SERVICE		105	3	108
WG				998	47	1045
WL	3566	JANITOR	05	1	0	1
WL	3566	JANITOR	03	11	0	11
WL	3566	JANITOR	02	10	0	10
WL	3566	JANITOR		22	0	22
WL	4742	UTIL SYS REPAIR OPER	08	0	2	2
WL	4742	UTIL SYS REPAIR OPER		0	2	2
WL	4749	MAINTENANCE MECHANIC	10	6	1	7
WL	4749	MAINTENANCE MECHANIC	07	1	0	1
WL	4749	MAINTENANCE MECHANIC		7	1	8
WL	5402	BOILER PLANT OPER	08	1	0	1
WL	5402	BOILER PLANT OPER		1	0	1
WL	5703	MOTOR VEHICLE OPER	05	1	0	1
WL	5703	MOTOR VEHICLE OPER		1	0	1
WL	6907	WAREHOUSEMAN	06	1	0	1
WL	6907	WAREHOUSEMAN	05	2	0	2
WL	6907	WAREHOUSEMAN		3	0	3
WL	7404	COOK	08	10	1	11
WL	7404	COOK		10	1	11
WL				44	4	48
WS	3566	JANITOR	05	1	0	1
WS	3566	JANITOR	04	2	0	2
WS	3566	JANITOR	03	3	0	3
WS	3566	JANITOR	02	6	1	7
WS	3566	JANITOR	01	12	1	13

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

PAY PLAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
WS	3566	JANITOR		24	2	26
WS	4701	GEN MAIN/OPERATIONS	10	1	0	1
WS	4701	GEN MAIN/OPERATIONS	09	2	0	2
WS	4701	GEN MAIN/OPERATIONS		3	0	3
WS	4742	UTIL SYS REPAIR OPER	09	1	0	1
WS	4742	UTIL SYS REPAIR OPER		1	0	1
WS	4749	MAINTENANCE MECHANIC	13	1	0	1
WS	4749	MAINTENANCE MECHANIC	10	8	3	11
WS	4749	MAINTENANCE MECHANIC	09	13	5	18
WS	4749	MAINTENANCE MECHANIC	08	3	1	4
WS	4749	MAINTENANCE MECHANIC	07	2	0	2
WS	4749	MAINTENANCE MECHANIC	06	3	0	3
WS	4749	MAINTENANCE MECHANIC	04	1	0	1
WS	4749	MAINTENANCE MECHANIC		31	9	40
WS	5402	BOILER PLANT OPER	09	1	0	1
WS	5402	BOILER PLANT OPER		1	0	1
WS	5701	TRANS/MOBILE EQPT OP	04	1	0	1
WS	5701	TRANS/MOBILE EQPT OP		1	0	1
WS	5703	MOTOR VEHICLE OPER	06	1	0	1
WS	5703	MOTOR VEHICLE OPER	05	2	0	2
WS	5703	MOTOR VEHICLE OPER	04	5	0	5
WS	5703	MOTOR VEHICLE OPER	03	2	0	2
WS	5703	MOTOR VEHICLE OPER		10	0	10
WS	6907	WAREHOUSEMAN	04	1	1	2
WS	6907	WAREHOUSEMAN		1	1	2
WS	7305	LAUNDRY MACH OPER	03	1	0	1
WS	7305	LAUNDRY MACH OPER	02	1	1	2
WS	7305	LAUNDRY MACH OPER	01	1	0	1
WS	7305	LAUNDRY MACH OPER		3	1	4
WS	7404	COOK	08	2	0	2
WS	7404	COOK	07	23	1	24
WS	7404	COOK	06	10	0	10
WS	7404	COOK		35	1	36
WS				110	14	124

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TABLE XII OCCUPATIONAL CLASSIFICATIONS OF INDIAN AND NON-INDIAN EMPLOYEES IN INDIAN HEALTH SERVICE DURING FY 86

AY LAN	SERIES	OCCUPATIONAL TITLE	GRADE	TOTAL INDIAN EMPLOYEES	TOTAL NON-IND EMPLOYEES	TOTAL
				6198	4313	10511

TAB E

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TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1]		Direct Support Activities[2]		Administrative Support[3]		Total
		Indian	Non-Indian	Indian	Non-Indian	Indian	Non-Indian	
0018	Safety Management					3	0	3
0085	Guard			11	0			11
0101	Social Science			17	5			22
0102	Social Science Aid/Tech					1	0	1
0110	Economist					0	1	1
0142	Manpower Development					1	1	2
0180	Psychology	6	33					39
0181	Psychology Aid/Techician			0	1			1
0185	Social Work			71	41			112
0186	Social Services Aid/Asst					4	0	4
0187	Social Services			23	0			23
0190	General Anthropology					0	1	1
0201	Personnel Management					28	10	38
0203	Personnel Clerk/Asst					66	6	72
0204	Military Pers Cler/Tech					1	0	1
0205	Military Personnel Mgmt					1	6	7
0212	Personnel Staffing					23	6	29
0221	Position Classification					13	3	16
0230	Labor Mgmt/Employee Rel					7	3	10
0235	Employee Development					10	0	10
0260	Equal Emp Opportunity					6	1	7
0301	Misc Admin/Program					84	21	105
0303	Misc Clerk & Assistant					171	18	189
0304	Information Receptionist					4	0	4
0305	Mail/File					17	3	20

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TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1/]		Direct Support Activities[2/]		Administrative Support[3/]		
		Indian	Non-Indian	Indian	Non-Indian	Indian	Non-Indian	Total
0309	Correspondence Clerk					1	0	1
0312	Clerk/Steno & Reporter					2	1	3
0318	Secretary					386	60	446
0322	Clerk-Typist					129	9	138
0332	Computer Operations					28	1	29
0334	Computer Specialist					15	31	46
0335	Computer Aid/Technician					10	2	12
0340	Program Management					16	11	27
0341	Administrative Officer					47	9	56
0342	Support Services Admin					23	3	26
0343	Management Analysis					5	1	6
0344	Mgmt Cler and Asst					4	1	5
0345	Program Analysis					22	11	33
0350	Equipment Operations					5	0	5
0357	Coding					5	0	5
0361	Equal Opportunity Assist					1	0	1
0382	Telephone Operator					45	4	49
0393	Communications Specialist					0	1	1
0401	Gen Biology Sci			1	1			2
0403	Microbiology			0	1			1
0501	Gen Acctg Clerical/Asst					13	1	14
0503	Fin Cler & Assistant					15	2	17
0504	Budget/Accounting					1	1	2
0505	Financial Management					8	8	16
0510	Accounting					8	12	20
0511	Auditing					4	3	7
0525	Accounting Technician					84	7	91
0530	Cash Processing					2	0	3
0540	Voucher Examining					25	12	37

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TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1/]		Direct Support Activities[2/]		Administrative Support[3/]		Total
		Indian	Non-Indian	Indian	Non-Indian	Indian	Non-Indian	
0544	Payroll					7	0	7
0560	Budget Administration					41	13	54
0561	Budget/Cler & Asst					13	0	13
0601	General Health Science	10	7					17
0602	Medical Officer	30	729					759
0603	Physician Assistant	77	13					90
0605	Nurse Anesthetist	0	14					14
0610	Nurse	586	1,410					1,996
0615	Public Health Nurse			2	5			7
0620	Pract (Voc) Nurse	428	46					474
0621	Nursing Assistant	309	8					317
0622	Medical Aid/Ster Supply	59	4					63
0630	Dietitian	17	74					91
0631	Occupational Therapist	0	2					2
0633	Physical Therapist	2	25					27
0636	Rehab Therapy Assistant	11	0					11
0638	Rec/Create Art Therapist	0	4					4
0644	Medical Technologist	52	205					257
0645	Medical Technician	50	19					69
0646	Pathology Technician	3	2					5
0647	Medical Radiology Tech	71	57					128
0649	Medical Machine Tech	9	10					19
0660	Pharmacist	30	282					312
0661	Pharmacy Technician	33	2					35
0662	Optometrist	2	41					43
0665	Speech Pathology/Aud Tech	2	12					14
0668	Podiatrist	0	1					1
0669	Medical Record Librarian	36	22					58
0670	Hospital Administrator					79	28	107
0671	Health Systems Specialist					41	15	56

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TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1/]		Direct Support Activities[2/]		Administrative Support[3/]		Total
		Indian	Non-Indian	Indian	Non-Indian	Indian	Non-Indian	
0673	Hospital Housekeeping Mgmt			4	3			7
0675	Medical Record Technician	249	13					262
0679	Medical Clerk	279	6					285
0680	Dental Officer	7	276					283
0681	Dental Assistant	338	12					350
0682	Dental Hygiene	0	3					3
0683	Dental Lab Aid/Technician	8	10					18
0685	PH Program Specialist					24	13	37
0688	Sanitarian			37	111			148
0698	Environmental Hlth Tech			38	2			40
0699	Health Aid/Technician	100	5					105
0801	General Engineering					2	7	12
0802	Engineering Technician					28	25	53
0803	Safety Engineering					0	1	1
0808	Architecture					1	1	2
0809	Construction Control					13	3	16
0810	Civil Engineering					2	22	24
0818	Engineering Draftsman					4	2	6
0819	Environmental Engineering					14	195	209
0830	Mechanical Engineering			0	6			6
0850	Electrical Engineering			0	1			1
0856	Electronics Technician					4	4	8
0858	Biomedical Engineering	1	4					5
0905	General Attorney					0	1	1
0950	Paralegal Specialist					1	2	3
0962	Contract Representative					1	0	1
0998	Claims Clerical					43	1	44
1035	Public Affairs					0	1	1
1071	Audio-visual Production					1	0	1
1084	Visual Information					0	1	1

TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1/]		Direct Support Activities[2/]		Administrative Support[3/]		Total
		Indian	Non-Indian	Indian	Non-Indian	Indian	Non-Indian	
1101	General Business/Industry					4	4	8
1102	Contract/Procurement			70	29			99
1103	Industrial Property Mgmt			2	0			2
1105	Purchasing			25	4			29
1106	Procurement/Clerical/Asst					32	0	32
1170	Realty					4	1	5
1173	Housing Management					1	0	1
1301	General Physical Science					0	1	1
1320	Chemistry			0	3			3
1350	Geology					0	1	1
1410	Librarian					1	0	2
1411	Library Technician					1	0	1
1412	Technical Info Services					1	0	1
1515	Operations Research					0	2	2
1520	Mathematics					0	1	1
1529	Mathematics Statistician					0	1	1
1530	Statistician					1	12	13
1531	Statistical Assistant					8	3	11
1640	Facility Management			3	3			6
1670	Equipment Specialist					0	3	3
1701	General Education/Trng					14	3	17
1702	Education/Training Tech					13	0	13
1710	Education/Voc Training					3	0	3
1712	Training Instructor					5	3	8
1725	Public Hlth Education			14	14			28
2001	General Supply					27	6	33
2003	Supply Program Mgmt			13	3			16
2005	Supply Clerical/Technician			112	5			117
2010	Inventory Management					13	2	15

Effective Date: 9/30/86

TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1] Indian	Direct Patient Care[1] Non-Indian	Direct Support Activities[2] Indian	Direct Support Activities[2] Non-Indian	Administrative Support[3] Indian	Administrative Support[3] Non-Indian	Total
2030	Dist Fac/Stor Management					3	0	3
2130	Traffic Management					0	2	2
2131	Freight Rate					0	3	3
2132	Travel					1	0	1
2134	Shipment Clerical					2	0	2
	Unknown[4]					1	0	1
	Wage Grade[5]			1,152	65			1,218
	TOTAL[6]	2,805	3,351	1,595	303	1,798	659	10,511

[1] Direct patient care includes the following positions: physician, dentist, nurse, pharmacist, physician's assistant, nursing assistant, dental assistant, optometrist, podiatrist, medical records and patient admitting staff, psychologist, therapist, nutritionist, laboratory personnel, including microbiologist, pathologist, radiologist, and medical technician. To be considered part of the direct patient care staff, employees must be immediately involved with the diagnosis and treatment of patients.

[2] Direct support of patient care activities. Direct support activities include the following occupations: laundry, food service, housekeeping, security, fire protection, heat and utilities, plant equipment maintenance, ambulance operator, procurement and supply agent, social worker and chaplain.

[3] Administrative support consists of positions such as ground maintenance, administrative, clerical, personnel, finance, etc. which are involved in administrative support activities.

[4] Consists of employees with no series or occupational title in data system.

* U.S. GOVERNMENT PRINTING OFFICE: 1987 - 201-951:60359

TABLE XIII EMPLOYMENT OF INDIAN AND NON-INDIAN EMPLOYEES
IN INDIAN HEALTH SERVICE
DURING FY 86

Series	Occupational Title	Direct Patient Care[1]		Direct Support Activities[2]		Administrative Support[3]		Total
		Indian	Non-Indian	Indian	Non-Indian	Indian	Non-Indian	

[5] Consists of employees in the following Craft "families": electrical equipment installation and maintenance; electrical installation and maintenance; fabric and leather work; manual labor; painting and paper hanging; pipefitting; printing and reproduction; woodwork; general maintenance and operations; general equipment maintenance; fixing industrial equipment maintenance; fixed industrial equipment operation; mobile industrial equipment operation; mobile industrial equipment maintenance; manufacture and repair shop operation; warehousing; laundry and dry cleaning; food preparation; medical services.

[6] Data is based on official personnel records and corresponds to Table XII, Occupational Classifications of Indian and non-Indian Employees in IHS found at Tab D. Data may vary in various professional and professional support categories from the IHS program information since some positions are coded to other administrative and management occupational categories and do not reflect the professional category under which the incumbent was initially appointed.